

Local Government SERVICE

BUILDING A STRONGER NALGO

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THREEPENCE

CINDERELLA GOES TO THE BALL

SINCE the days of Sairey Gamp, nursing has been the Cinderella among professions for women. Nurses bring most of us into the world and ease our departure from it. In many of the valleys of our intervening journey when, "sick in soul and body both" we seek a helping hand, it is their cool efficiency that comforts and heals us. Every honest doctor will admit that it is to the nurse's skill as much as to his treatment that the patient often owes his return to health. Artists paint her, poets sing her praises, parsons extol her. We all acclaim her as ministering angel to our human frailty—and, having done that, we not infrequently overwork and underpay her, subject her to the discipline of a nunnery, the drudgery of a scullery-maid, and the petty restrictions of a Victorian orphanage; and when she grows too old for work or contracts at last one of the diseases we have brought to her care, we too often cast her on the mercy of unorganised charity.

Can we wonder that, today, we are reaping the harvest of our folly, that Ministers of Health call in vain for nurses, that the columns of the professional journals are filled with advertisements of hospital situations vacant? The wonder, indeed, is that, after our treatment of them, there are any nurses at all.

But that, happily, is now ended—or soon will be. For the Fairy Godmother, in the shape of Lord Rushcliffe, has entered the ward and, with one wave of her wand, amid the plaudits of Parliament, Press, and Public, sent Cinderella driving to the ball.

Professional Pay at Last

The Rushcliffe Report and the parallel report of the Scottish Nursing Committee, of which we publish the salient points this month, are documents no less momentous in the history of nursing than was Florence Nightingale's famous report on the army medical services in the Crimean War. They provide a Nurses' Charter of a standard that, a few years ago, would have seemed beyond the dreams of optimism.

Henceforward, every girl of average ability and perseverance who takes up nursing is assured of steady progression to a salary that will bear comparison with that of most professions open to women, in conditions and with prospects that will be the same wherever she works (outside Scotland). At the least, she can expect to attain the equivalent of £300 a year as a ward sister; at the best she can hope to become matron of a big hospital at a salary of between £400 and £900. Her hours of duty (including time for lectures and classes) will be limited to 96 a fortnight and the amount of night duty restricted. She will have one clear day free every week and 28 days' holiday with pay a year. She will be granted generous sick pay, and—though the details have yet to be worked out—will be guaranteed a pension at the end of her career.

Some classes of nurses—including male nurses, public health and district nurses, midwives, and the nursing staffs in day and residential

nurseries—are not yet covered by the Rushcliffe report. But the committee is now working out scales for them; and has promised that the new rates, when agreed, shall come into force with the others on April 1, whether or not the

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scales are ready by then. In view of the clear aim of the committee to attain uniform standards throughout the whole of the nursing profession, there can be no doubt that the position of these classes of nurses will be made no less favourable than that of their sisters in the hospitals.

NALGO must regard the report, then, as a fine piece of work, upon which all concerned are to be congratulated. The Association, indeed, can take special pride in it, for it had three representatives on the nurses' panel, one of whom, Mr. C. A. W. Roberts, NALGO's senior vice-president, has served throughout the long and by no means easy negotiations as chairman of the panel. The other two NALGO representatives, Messrs. H. Allen and A. G. Bolton, gave invaluable service, while the whole of the nurses' panel, which consisted of members of five separate organisations, with widely differing ideas and methods of approach, well demonstrated the value of co-operation and wise compromise. The members on the employers' side, also, must share in the general congratulations. This was the first time in history that private and public employers—the representatives, that is, to say, of the voluntary and the municipal hospitals—have come together with representatives of the staffs to reach a common solution to a common problem. The difficulties were enormous. That the resulting report should be unanimous, with no minority voice or reservation, is tribute alike to the spirit of good will shown on all sides, to the skill and patience of Lord Rushcliffe, and to the determined support of the Minister of Health.

Though it was appointed at a time of great

emergency, when the growing shortage of nurses threatened to evoke panic decisions, the committee has, wisely, taken the long-term view. The natural tendency—seen in so many of our trades and industries today—in a time of labour shortage is to increase the wages of the junior ranks, in order to attract new entrants, while raising the wages of those already in the job no more than is necessary to prevent a mass desertion. This tendency the committee has avoided. Agreeing with the Athlone Committee that nursing is a vocation more than a job, that "the entrant who intends to make a success of her work and remain a nurse is naturally more interested in her prospects than in the immediate reward," and that "it is fundamentally wrong to attempt to attract recruits of the proper type by offering initial salaries which are high by comparison with those offered to the trained nurse," it has made the biggest changes in the higher ranks of the profession. The student nurse will get little, if anything, more than she gets today—beyond easier hours, possibly, a free uniform, better service conditions, and an assured holiday. But her prospects, and, therewith the incentive to train and equip herself, will be vastly improved, while the opportunities for training will be extended. In this respect the Report represents a far-reaching reform.

An Unfortunate Anomaly

In one respect it is likely to be criticised by NALGO members. The scales for institution matrons are substantially lower than those for matrons in hospitals. This, no doubt, is a result of the common institution practice of the joint appointment, and a reflection of the appallingly low salaries carried by such appointments in the past. Though the institution matron will, after April 1, be worse off than her opposite number in the hospital, most will be much better off than they are today. Half a loaf is better than no bread—but NALGO and the other organisations concerned must see to it that the half loaf is eventually increased to the full ration.

Many NALGO members will deplore, also, the fact that the scales recommended by the Scottish committee are, in the higher ranges especially, lower than those recommended for England and Wales. Nursing is just as hard and just as responsible a job north of the Border as it is in the south, and the cost of living is the same in both areas. What, then, is the justification for different scales? Why should a ward sister in Scotland be required to wait 16 years before she reaches her maximum of £300 whereas her sister in England attains that figure in ten years? Many of us saw no reason for a separate committee for Scotland from the start. But Scottish national sentiment insisted on it, and Scottish nurses will now pay for that independent line—unless they prefer to swallow their pride and come to England for the higher salaries available there.

The new scales and conditions will cost money—something around £3,000,000 is the estimate, of which the Treasury will pay half. But we believe that that sum—no more than the cost of a single heavy raid on Germany—will reap ample dividends, not only in the greater comfort and contentment of nurses, but still more in the greater degree and volume of skilled nursing care upon which the sick will be able to count in the years to come.

"Isolhash" in Yorkshire

"ISOLHASH"—Mayor La Guardia's term for the "stale and discarded bigotry" and isolationism of Mrs. Clare Boothe Luce and her friends—would seem to figure on the menu of members of the East Riding county council, at any rate so far as the national Whitley council is concerned. Though the county council honours almost automatically awards made by the appropriate negotiating bodies for teachers, mental hospital employees, and roadmen, it persistently opposes all attempts by the administrative and clerical staffs to obtain similar recognition.

The latest example of the council's determination to evade the taint of Whitleyism in its dealings with officers is worthy of Much Cowslip. When the third bonus award took effect on April 1, 1942, the council rejected it and, by reason of standing orders, the branch was unable to get the matter re-opened until October last. Then its claim was again rejected by the staffing sub-committee. The finance committee agreed, however, following further branch representations, that some revision was due.

The branch then decided to place further negotiations in the hands of the divisional secretary, who reminded the county council of the House of Lords decision in the Bolton case and asked it either to adopt the bonus or to agree to refer the matter to arbitration.

At a later meeting, the staffing sub-committee agreed to recommend a revision of the bonus, to operate from July 1, 1942. When the branch objected, pointing out that on two previous occasions the staff had been deprived of six months' bonus payments due to the county council's delay, the operative date was amended to April 1, 1942.

The new bonus, which has now been approved by the county council, is roughly equivalent, but in no case identical with the Whitley award; indeed, as the following comparison shows, much ingenuity has been displayed in an attempt to give the effect of the award without the fact.

Whitley Award	E. Riding Scheme
Juniors (up to 21)	
Men 6s. 6d. p.w.	33½ per cent. on salaries
Women, 5s. p.w.	up to £100 p.a.
Adults up to £500 p.a.	
Men, 13s. p.w.	Men and Women—
Women, 10s. p.w.	12s. 10d. p.w.
Adults over £500 p.a.	
£2 per month	Nil

Clearly, the council will save little, if anything, by paying this bonus instead of the national award, and the decision, with its juggling with twopences, suggests a rather childish determination to be different. But why, the staffs wonder, honour all other national awards save that of the Whitley council for officers? Admittedly the county council is not a member of the Yorkshire provincial council—but that could easily be remedied.

Civic Brains Trust

SEVERAL times during recent months we have urged on NALGO members the virtue of the "Brains Trust" as a vehicle of public relations. Of all the many devices for imparting knowledge in an interesting way and—what is more important—of securing the positive participation of those to whom it is

desired to impart knowledge, it stands today without a rival. At a "Brains Trust" session the audience is not passive. It pits its own brains against those on the platform, striving, on the one hand, to answer the questions put more effectively than they can and, on the other, so to frame its questions as to "floor" those set up as experts above it. Given a lively bunch of "brains" and an intelligent audience this can be grand fun, to which the element of intellectual rivalry gives a zest that is too often absent from the more formal lecture or talk.

TWO MORE SERVICE PAY VICTORIES

As we go to press comes news of two more outstanding successes in NALGO's claim that all local authorities should make up the war service pay of members of their staffs in the Forces.

On February 18 the National Arbitration Tribunal gave judgment upon claims brought by the Association against Accrington borough and Congleton rural district, seeking an order that each be required to make up war service pay. Hitherto, Accrington had agreed to consider each case on its merits (but had so far made no payment to any NALGO members), while Congleton had refused to pay anything.

In its award, the Tribunal ordered that:

- Accrington should supplement war service pay in accordance with the terms of the settlement reached between NALGO and Bolton corporation as from April 1, 1940 (the date on which the corporation first rejected NALGO's claim); and
- Congleton should supplement war service pay in accordance with the Bolton settlement as from December 4, 1940 (the date on which the first officer concerned in the dispute entered the Forces).

The Bolton settlement, details of which were published in "Local Government Service" in November and February, provides for payment of the full difference between civil and service pay to married men with one or more children; 85 per cent of the difference to married men without children or single men with one or more dependants; and 60 per cent of the difference to unmarried men without dependants, less in each case a graded deduction to represent the value of subsistence, etc., provided for a man in the Forces.

The Tribunal has now awarded this settlement in the case of a county borough (Burnley), a borough, and a rural district, and, although each award applies only to the authority against which it is made, it would appear probable that the same decision would be given against any other local authority brought to arbitration. In these circumstances it is reasonable to hope that very soon every local authority in the country which has so far refused to supplement service pay adequately will be required to do so, retrospectively and on terms at least as favourable as the Bolton settlement.

The latest example has been provided in Liverpool, where the Merseyside Civic Society, founded last October, organises a monthly brains trust to discuss matters of interest to the citizens of Liverpool. The society devoted a recent session to local government, choosing as its "brains" members of three local authorities—Liverpool, Birkenhead, and Wallasey, with Mr. Norman Wilson, former secretary of the Birkenhead branch of NALGO and now lecturer in public administration at Liverpool University, and Mr. E. L. Riley, chairman of the Liverpool branch and one of the N.W. district members on the N.E.C. Questions covered a wide range of subjects and, to judge from the newspaper reports, aroused a degree of interest among the audience that is likely to have extended far beyond the walls of the meeting room.

Why cannot NALGO branches organise—or help others to organise—more meetings of this kind? They involve little or no preparation or expense, they can be held anywhere, at any time, with any type of audience, and the choice of subject is unlimited. We warmly commend the idea in the hope that we shall soon see the "local government brains trust" a permanent feature of the life of our towns, and the "NALGO brains trust" a regular activity of our branches.

Citizens of Tomorrow

EQUALLY important, if not a good deal more important, than the education of adults in local government, is that of children—the

citizens of tomorrow, in whose hands the government of the future will lie.

In this connection, we commend an experiment carried out recently at Hornchurch. By permission of the urban district council, children at Dury Falls school held in the council chamber a "council meeting" at which a motion for the provision of an open-air swimming bath in Hornchurch was debated with earnest and cogent argument. The chairman of the council presided, and the clerk occupied his usual place, but the "councillors" and the press reporters (an excellent account of the meeting by one of whom was afterwards printed in full in the "Romford Times") were all aged 13 to 14 years.

The meeting followed normal council procedure in every detail. Minutes were approved and correspondence dealt with before the important matter of the swimming bath came up for discussion. The debate itself reached a high level—and kept more to the point than do debates by more adult councillors sometimes.

Experiences such as this will not easily be forgotten by the children who took part. If branches and members would encourage and assist similar experiments in their areas they would do much to evoke that active interest of the citizen in the machinery of democracy which all agree to be essential if that democracy is to be both effective and efficient.

Savings—

THE fine work of all concerned in local government on behalf of the National Savings Campaign has been acknowledged by Lord Kindersley in a letter he has sent to all local authorities. "I appreciate," he writes, "how closely local government has been identified with the savings movement from the beginning and how invaluable the active interest and support of local authorities has been at all stages. Both in terms of personal work and financial backing it has ensured throughout the country that solid foundation on which brilliant success has in most places been the reward."

Lord Kindersley goes on to appeal for continuation of that united support during the forthcoming series of "Wings for Victory" weeks, which will open on March 5 and close on July 3. An elaborate national publicity campaign has been prepared, and many ingenious ideas have been put forward to give it popular appeal. Though the organisation of "Wings for Victory" weeks will involve much additional work on officers already overburdened, we are confident that the effort will be made gladly.

—And Salvage

IN salvage, too, local authorities and their staffs have, in many areas, shown a high level of enterprise and ingenuity. One scheme, to which the Ministry of Supply has given special praise, is that adopted by Worthing rural district council.

The council has put up throughout its area 35 corrugated iron salvage huts, suitably partitioned and provided with reception slots in which householders are invited to "post" their paper, tins, bones, and rubber. The idea has been an outstanding success, not only saving much labour and transport, but enabling the council substantially to exceed its quota. For example, in one month it collected 121 tons of metal, though the quota was only 11 tons, and in another secured 47 tons of paper, against a quota of 22 tons.

Volunteer salvage stewards, most of whom are around the age of 65, hold regular meetings to consider reports, discuss difficulties, and canvass ideas. Films are shown in local cinemas, and by portable projector in outlying areas. Some other areas—including some towns with much better facilities—might well emulate the example of Worthing rural district.

N.E.C. Plans to Reinvigorate Branches, Districts, and National Organisation

far-reaching measures to strengthen the Association and to re-equip it to meet the many problems of the post-war world were approved by the National Executive Council at its meeting in January. Below we summarise their salient features.

FOR some months during 1941, inspired by an article in which "Critic" surveyed NALGO's organisation, achievements, and prospects, and submitted some personal suggestions for improvement, the columns of this journal were filled with the ideas of branch officers and others on the best means of equipping the Association to face the future with confidence and success. The many proposals advanced were discussed and summarised by "Critic" in a further article, "Blueprint for a Stronger NALGO," which he contributed to the journal in July, 1941. The programme thus outlined was subsequently considered by each district committee. The views of most of the district committees were published in the May, 1942, issue of LOCAL GOVERNMENT SERVICE, while all were directly submitted to the National Executive Council.

Recognising the importance and outstanding value of the national debate thus conducted, and impressed by the wide agreement which had been given to the major proposals set out in the "Blueprint," the council appointed a special sub-committee of the service conditions and organisation committee to examine them in detail, together with parallel reports submitted by a special committee which had been examining the financial side of the Association's work, by other committees, and by the general secretary.

This special sub-committee thus had before it a great variety of opinion and suggestion on the future organisation of NALGO. It reconsidered that material in detail, reported to the service conditions and organisation committee, which in turn reported to the National Executive Council at its meeting on January 16. The N.E.C. adopted the report submitted, and the proposals, in the formulation of which so many members have had a share, are now part of the Association's policy, to be implemented at once or as soon as possible.

Had space been available, we should have liked to have discussed the plan which has finally emerged in some detail. That, unfortunately, is impossible, and we can do no more than summarise its more important points.

Members, Awake!

The council fully supported the "Blueprint" in its call for immediate and vigorous efforts, by the N.E.C. itself, by district committees, and by branches "to increase and develop the enthusiasm of individual members in the work of the Association, and in particular to reinvigorate those branches which are weak and ineffective," and it endorsed the four steps in this policy put forward by "Critic" and other contributors, namely:

- (a) Preparation by each district committee, with the help of the organising staff, of a detailed report on the working, condition, and "morale" of each branch in its area;
- (b) Initiation by the N.E.C. and execution through the districts, of a comprehensive long-range "internal relations" programme designed, in the light of the reports prepared, to bring each branch up to a minimum standard of enthusiasm and enterprise. This programme to be carried out with the aid of new and more attractive propaganda literature and branch meetings addressed by deputations from the N.E.C., the district committee, and the organising staff;
- (c) Examination by each branch of its own structure and organisation and, where necessary, improvement by the introduction

of new blood to the executive (with the object of spreading the offices available over as many members as possible);

(d) Abrogation by branches of their present autonomy in so far as that is necessary to implement national policy.

In addition, the council approved the following further measures designed both to increase and maintain the interest of the individual member in the work of the Association, local and national, and to establish a closer link-up between the elements of which the Association is composed—the member, the branch, the district, and the national executive:

The branch executive should meet regularly and publish a "broadsheet" of its decisions. (Many branches do this through magazines and news-bulletins; but there is scope for great expansion of these—and for more interesting reports.)

The branch notice-board should be used as a means of broadcasting information from the branch office, the divisional office, and Headquarters. (Something on the lines of the Russian "wall newspaper" now being so widely copied in factories and barracks in this country seems to be indicated here.)

General meetings of the branch should be held quarterly—one being the annual meeting—each designed to give members the fullest scope for asking questions and airing their views. These meetings should be held shortly after the meeting of the district committee, the activities of which should be fully reported to them.

Paid Staff for Branches?

The sub-committee gave much thought to the suggestion that paid staff should be provided for those exceptionally big branches in which the volume of work is too great for honorary and spare-time officers. It was finally decided that, for the time being, and until it is felt that a greater need for assistance has revealed itself, the present practice of subsidising a few branches should continue. At the same time, where a branch applies for paid assistance, and the council is satisfied that it needs it, the Association should contribute from national funds towards the cost, to the extent of not more than 50 per cent of the amount involved—provided the N.E.C. approves the staff engaged and the salaries paid, which must be in accordance with local Whitley Council recommendations.

Of the proposals in the "Blueprint" designed to strengthen the district committee, the council approved the first—that each district committee should have an executive or general purposes committee whose primary function should be to formulate policy. It rejected—as did most of the district committees—the suggestion that the appropriate district organiser should be secretary of the district committee, together with the further suggestion that groups representing a minority of opinion on the district committee should be entitled to put their views by deputation direct to the N.E.C.

The council agreed, however, that district committees should play a much more important part than some of them do to-day in the work of the Association. Four major functions are envisaged for them:

1. To maintain a live organisation among the branches in their areas. To achieve this, it is proposed that the district committee should:

- (a) Call for regular reports from each branch in the district, and make an annual

review of the organisation in each branch; and

(b) Call, once a year, a meeting of branch secretaries, at which the general secretary would give a confidential review of the Association's work and discuss current problems.

2. To keep a close watch on service conditions in their areas. With this object it is proposed that each district committee should make an annual review of conditions in the district, reporting the result to the national executive.

3. To act as a two-way co-ordinating channel between branches and the N.E.C., making national policy local and local policy national, and providing an essential stage in the formulation of national policy. To this end it is proposed that district committees should:

(a) Invite branches to submit notices of motion for their agendas;

(b) Devote part of at least three of their quarterly meetings to the answering of questions from branch delegates; and

(c) Hold one meeting a year which would be in the nature of a miniature annual conference, on a district basis;

4. To co-ordinate their activities with the work of the provincial Whitley councils. This, it is proposed, could be achieved by:

(a) A review of district committee areas designed to make them coincide with the areas of the provincial councils; and

(b) An invitation to district committees to submit observations whenever the provincial council is considering a matter affecting a group of officers.

Organiser in Each District

The "Blueprint" made three proposals designed to increase the efficiency and authority of the National Executive Council, namely:

All elections should in future be in the hands of district committees, which should themselves nominate and elect candidates;

The N.E.C. should appoint a permanent policy committee composed of members free of committee allegiances and thus able to concentrate on major questions of policy;

The N.E.C. should have final and overriding authority on all questions of salaries, service conditions, and Whitleyism, with power to take action over the head of any branch opposing or failing to carry out its policy.

On the first two of these suggestions, the sub-committee made no observations, referring them to the appropriate committee of the council for fuller consideration. It approved the purpose of the third in its decision, recorded above, that branch autonomy should be abrogated in so far as that was necessary to implement national policy.

On the important question of organisation, the "Blueprint" made three proposals:

(a) An early increase in the number of paid organisers;

(b) Substantial strengthening of the organising staff at Headquarters, to provide for better supervision of the Association's work throughout the country and more effective research and propaganda.

(c) Reorganisation of the present subscription rates with the object of increasing subscription income, especially from those ranks of the Association's membership best able to afford a higher subscription.

On the first of these the sub-committee

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Let Us Make the Best of Both Worlds in Electricity Supply!

In this article, prompted by Mr. Warren's two articles on Public Utilities in the December and January journals, a municipal electrical engineer and manager condemns municipal control of electricity undertakings, and advocates the creation of ad hoc authorities, with municipal representation, and more efficient areas.

IN his recent articles in the series "Plan for Tomorrow," Mr. J. H. Warren reached the conclusion that public utility services should remain in the hands of local authorities, but that some form of provincial council should be created to ensure planning, co-ordination, and co-operation over wider areas.

Whether this plan would be a good one in respect to water, gas, or transport undertakings, I am not qualified to say, but there can be no doubt that few electricity undertaking managers would agree that it was ideal for electricity.

When company undertakings are mentioned at all, it is generally assumed, especially by local authority officers and members, that the profit motive and the wellbeing of the shareholders is the only concern of the managers. That is not true.

Managers and engineers are, in the main, technicians, and efficiency is their goal; the profit side follows upon increased efficiency.

The quest for efficiency is spurred on by competition, and a healthy rivalry exists within the electricity supply industry—both in company and municipal circles—to go one better than a neighbour of comparable dimensions. That is the main reason why there is so little to choose between the company and the municipal undertakings viewed from the standpoint of the consumer.

At the directorship end there are wide differences. In the company, policy is decided upon by a board of directors and it is a singularly simple one—that which is best for the shareholders, the staffs, and the consumers. In the municipal world, there is not that personal monetary gain for the committeeman "director," and his main concern is personal prestige in local government circles first and the prosperity of the undertaking second. If the undertaking makes a profit which can be to some extent filched for rate-aid, so much the better for him—it puts him in a strong position with his ratepayer supporters who are not consumers. That municipal undertakings have progressed so well is largely due to the loyalty, single-purposeness of mind, and professional pride, of their chief electrical officers.

At the management end also, there are wide differences. In a company the chief of the most successful undertakings is a qualified

engineer who has also a specialised knowledge of business methods. He alone is directly responsible to the directors for the technical and commercial development of the undertaking and for its legal and financial control. He is, in name and fact, the manager of the undertaking, and while there may be differences of opinion between his specialist subordinates upon management problems, he has the authority of decision in carrying out the board's policy. It is "control" in the singular, and therefore effective. Often, on retirement, the manager is elected to the board, and thus gives added strength to that august body.

In the municipal world, on the other hand, while it is common practice to call the head of the electricity undertaking "chief electrical engineer and manager," "general manager and chief engineer," or some similar title, he has not, in fact, the same status as his opposite number in the company. He is the chief electrical engineer and he manages his own staff, but the responsibility for its financial affairs is bound up with those of the treasurer, and its legal aspects are controlled by the clerk. It is under trinity control, which never has been and never will be a success.

The designated "chiefs" are no less able than their company colleagues, but few treasurers have any business ability. Their training is biased—it has one strong motive, to trim estimates and frown on all expenditure, so that the rate may be kept at the minimum. Few treasurers can appreciate the wisdom of spending a shilling now to gain the possibility of recovering two shillings next year. They invariably want a guarantee against a loss, even on a minor expenditure. One can never run a successful business that way—a reasonable risk has to be taken sometimes.

The clerk is considered to be the principal chief official and, as such, is the most in contact with all members of the council. It is fatally easy for him to play under-the-table politics to gain personal prestige. If the game can be played without harm to a colleague he will generally do so, but there are times when give and take becomes more often take, to the detriment of the undertaking, if not of the chief in person.

While I do not disagree entirely that public

utility electricity undertakings should be left in the hands of local authorities, I emphatically oppose the continuance of the system of municipal control of these undertakings. The perpetual three-cornered fight has not given municipal control a fair chance as compared with the system used by companies.

However, it may be too late now to do much about it, so one must give thought to other methods of meeting satisfactorily (a) the national and local demands for a post-war world in which much greater use will be made of electricity and (b) the control and development of the electricity supply industry on democratic lines.

From a purely technical point of view, there is no doubt that boundaries of a purely political nature will have to go. The areas to be designated will have to satisfy (i) economic, technical, and commercial requirements, (ii) post-war requirements in respect of town and country planning, and (iii) the special requirements of industrial development.

To this end, the Government has already indicated some plans in the formation of a specialised Ministry of Town and Country Planning and, since electricity will play a leading part in the future, it would be logical to merge the Electricity Commission with the Central Electricity Board to form a special government department. This body should be the responsible central planning and co-ordinating authority.

This Ministry of Electricity Supply should designate areas not too large nor yet too small, each with a main view to all-round general efficiency in regard to service to the consumer. The democratic system of control could well be Basis B of the 1937 White Paper on Distribution, namely, an *ad hoc* authority of not less than seven, nor more than twelve members representing local authorities and other representative bodies within the area. It is most important that this board should have at least a paid chairman. The chief electrical engineers and managers within the area could form an advisory committee to the board with one of their number democratically elected by the members to be the chairman. As time passed, the committee of existing chiefs would die out and be replaced gradually on a basis of district managers, with the last two serving chiefs beginning the new regime as chief and deputy chief to the board. There would be no necessity to take over either a clerk or a treasurer, even if any could be found with the necessary qualifications, for there are already able men with the necessary experience, ability, and qualifications engaged in the larger municipal undertakings or in companies.

Company and municipal undertakings would then disappear as such, but would retain their names and identity as party members of the group. Thus, local contact and interest would be maintained. At fixed periods, the names of members of the board, each in turn, should be submitted to the consumers and, if any other nominations were received, a vote should be taken. Each year, and immediately after any election, the board should elect its chairman. The chief officials should be appointed by the central authority and be protected in much the same way as are medical officers of health today.

Financial transactions in regard to this scheme, might largely follow the suggestions of the White Paper of 1937.

Thus could efficient service and democratic control be satisfied with a minimum of upheaval.

BUILDING A STRONGER NALGO

(Continued from preceding page)

submitted, and the Council approved, the following recommendations:

- (a) That the scheme of regional organisation, now partially adopted, should be abandoned;
- (b) That there should in future be one divisional office, with the necessary assistance, in each district; and
- (c) That all organisers appointed in future should be mobile and transferable by direction of the N.E.C. to any part of the country;
- (d) That a national women's organiser be appointed immediately.

It was further agreed that the question of strengthening Headquarter's organisation be reviewed, and the Council endorsed the need for an increase in subscription income to meet the cost of the proposed reorganisation and strengthening of the Association's work.

Several other questions, not dealt with in the "Blueprint," were also considered by the

sub-committee. Recommendations adopted by the Council with regard to these included:

National Salary Scales—In formulating national scales, every effort should be made to include all classes of local government officers, including the sectional and professional officers.

Chief Officers in NALGO—The strongest possible effort should be made to keep chief officers within the ranks of NALGO since, otherwise, the Association would be in danger of becoming purely a general class organisation.

These important proposals will naturally require a good deal of working out before they can be given final shape. We believe, however, that they go a long way to satisfy the many suggestions advanced by district committees, branches, and individual members, and that they will materially assist NALGO to equip itself to meet, with enterprise, vitality, and efficiency the many problems which are bound to confront it in the days to come.

NALGO "BRAINS TRUST" ANSWERS 317

YOUR QUESTIONS

Should Benevolent and Orphan Fund contributions be compulsory? How can we cure the voter's apathy? Has a local government officer really got a safe job? These are the questions answered by the "Brains Trust" this month.

Compulsory B. & O. Levy?

1. Appeals are constantly being made for voluntary contributions to the Benevolent and Orphan Fund. Why not make a compulsory levy on each member, in proportion to his salary?—*C. G. Michael, Llanelly.*

MR. NORTON.—Well, for evermore! Must the craze for compulsion spread even to our B. & O. Fund? I'm tired of being directed, dragooned, dictated to, and ordered about. The only reason I put up with it is because I can't help it. But if NALGO tried to order me about I need not put up with it—I could resign. And I probably would, just to enjoy for once the privilege of declining to be bossed. In a world too full of compulsion already, I won't support any more of it—not even compulsory charity. The end doesn't justify the means.

MR. SHEARS.—Don't be alarmed, Norton, the B. & O. Fund is a charity, therefore it is not possible to make contributions to it compulsory. Of course, Conference could, if it thought fit, make a rule that every member joining should contribute to such a Fund, but that would constitute "insurance" and would, among other things, subject the Fund to income tax. Moreover, every member would then have a right to benefit, whether he was in need or not. Some such scheme is proposed in the Beveridge Report.

MR. HARROD.—Yes, the essential feature of the Benevolent and Orphan Fund is its charitable and voluntary character, which should be preserved. But it should be a moral obligation on the part of every local government officer to contribute to the assistance of any colleague who may fall on evil times.

MR. SHEARS.—Harrod is right, of course, and I would like to mention a scheme in force in the South Western district where we have a voluntary scale according to the amount of salary received. Officers getting up to £100 a year pay 3d. a month, and the scale rises in easy stages to 1s. a month for those getting £500 a year and over. The intermediate stages are filled in at the discretion of the branches concerned.

This scheme has been in operation for nearly five years, and for the first three of these the South Western district topped the list of contributions per head for the whole country. We hope to top the list again this year, making it four out of five. Just imagine what a jump there would be in our B. & O. receipts if all the districts adopted similar voluntary scales! We should be able to pay even bigger grants than we do now.

MR. ALLEN.—That is all right so long as the contributions really are voluntary. If the Benevolent and Orphan Fund were to be made dependent upon a compulsory levy, the whole spirit of the Fund would be lost, and whilst I deplore the fact that constant appeals for more support do not meet with the success they merit, I would not like to see it develop into a "sick and dividing" society.

MR. METCALFE.—It is certainly regrettable that calls on our benevolence continue to exceed our generosity. The curtailment of social functions, which, in peace-time, brought big sums to the Fund, has doubtless robbed it of much income. But many branches continue to devise money-raising efforts that are practicable even in war-time. They deserve the thanks of all members—I know they enjoy the gratitude of the Fund's many beneficiaries.

MR. SHEARS.—Hear, hear! And as chairman of the B. & O. committee, I am glad to feel that

so far the Fund has managed to meet all its obligations without resorting to compulsory contributions.

MR. METCALFE.—I agree that a compulsory levy and true benevolence are diametrically opposed. It is unfortunate, though unavoidable, that the confidential working of B. & O. Fund committees prevents most members from obtaining first-hand knowledge of the grand job of work the Fund is doing year after year.

For its sixth session, the "Brains Trust" consists this month of:

- **F. H. HARROD**, Director of Education at Coventry, and Chairman of the National Executive Council.
- **A. W. ROBERTS**, Manager of Walton Hospital, Liverpool; Senior Vice-President; and Chairman of the Education Committee.
- **H. ALLEN**, Senior Clerk, Treasurer's Department, West Riding C.C., and Chairman of the Service Conditions and Organization Committee.
- **R. T. SHEARS**, Senior Officer, Clerk's Department, Devon C.C.; and Chairman of the Benevolent & Orphan Fund Committee.
- **MISS I. STANSFIELD**, Administrative Officer, Air Raid Welfare Department, Manchester, and one of the two women members of the N.E.C.
- **H. NORTON**, Assistant Claims Superintendent, Transport Department, Sheffield; Chairman of the Sheffield branch; a member of Yorkshire District Committee (and better known to most readers as "Jackass").
- **T. METCALFE**, Inspector of Weights and Measures, Smethwick; Secretary of the Smethwick branch; and former Secretary of the Brighton branch.
- **M. J. MILES**, Education Department, Coventry; and Editor of "Camera Principis," the Coventry branch magazine.
- **MISS M. HOWIE**, Transport Department, Glasgow, and a member of the Executive Committee of the Glasgow branch.
- **L. HILL**, General Secretary of NALGO.

The "Brains Trust" is prepared to answer, to the best of its ability, questions of all kinds dealing with Association policy, plans, organisation, history, and objects. Questions (which may be submitted over a non-de-plume, but must be accompanied by the name and address of the sender) should be sent to the Editor, LOCAL GOVERNMENT SERVICE, 27, Abingdon Street, Westminster, London, S.W.1.

The men and women who hear the details of the many cases of want and distress and who can testify to the gratitude of those who are helped, know how worthwhile it is. We ought to bring that understanding forcibly and consistently to the notice of our members, and urge them to help those who administer the Fund to be generous toward all claims, free from the anxiety of a debit balance.

MR. MILES.—Though I am opposed to the system which makes the relief of pain or suffering dependent upon charity, I know that if the Beveridge Plan came in to-morrow, we should still need our B. & O. Fund to supplement its benefits. But that is not to say that everyone should be compelled to supplement State aid, or be compelled to exercise his duty, and privilege, to help the distressed dependants of our colleagues.

The need to continue the Benevolent and Orphan Fund even after the adoption of the Beveridge Plan is emphasised by Mr. Shears in an article on page 324.

Any Cures for Apathy?

2. Apathy is still the greatest obstacle to efficient local government. Has the Brains Trust any suggestion for curing the apathy of the voter?—*A. J. Mortimer, Brighton.*

MISS STANSFIELD.—This question has caught me where I am specially sensitive. Whilst I would not admit that apathy is the greatest obstacle to efficient local government, I agree

that a lower standard of service can be directly attributed to it. Inadequate training for citizenship and a weak public relations policy on the part of local authorities are mainly responsible. There is also a lack of local machinery for bringing together the electorate and the elected representative, with the result that the choice of councillors and the policy framed by the council do not necessarily reflect the needs and wishes of the community.

The main remedy, to my mind, lies in education, with the training of teachers to teach citizenship in the schools and other educational institutions. I would encourage the development of adult education, with a generous provision of people's residential colleges, where a study of democratic government may be made.

MR. ALLEN.—I think we shall all agree about the importance of education. However, since the war brought to each of us the realisation of individual responsibility, much has been done by the voters themselves towards appreciating the value of local government. Whilst discourses on reconstruction may be dismissed by the man in the street as something to be thought about, if at all, after the war, he is very concerned, during and after a blitz, about the reconstruction of his roofless house. On public relations, NALGO itself was making rapid strides before the war put a marked check upon us. Nevertheless, the war has given us an opportunity of which we must take full advantage. No doubt the average worker and his family will have a much greater respect for the local government officers in the future with the development of social welfare.

MISS HOWIE.—Yes, but every possible kind of propaganda must be used—Press, cinema, radio. The B.B.C. has done some fine work recently, especially in the series of broadcasts under the title "To Start you Talking—about Local Government." This is a forward step, and the idea could be developed in all sorts of ways.

MR. ROBERTS.—Assuming that apathy is an obstacle to efficient local government—a statement which might well be the subject of another question—then such a programme as has been suggested might induce the English people—who, as a rule, are not politically minded and are usually content to leave matters with which they are unfamiliar to the other fellow—to take a live interest in the subject.

MR. SHEARS.—I am not sure that apathy is the greatest obstacle to efficiency. I could mention many greater obstacles—low salaries, uneconomic areas, and so on. Moreover, I believe that, notwithstanding the apathy of the voter, local government in recent years has carried out a fine job of work. You have only to look at the great mass of legislation which came into operation during the years immediately before the war to realise that the apathy of the voter made little difference to the march of social progress. But for Hitler, in fact, there would by now be no lack of decent houses, no lack of proper water supplies in our villages, no unsightly ribbon development, and, thanks to regional planning committees, no other undue spoliation of the countryside. By the way, I hope the time will never come when electors are to be compelled to record their votes. "Expressive silence may often be the muse of praise."

MR. METCALFE.—I hope so, too. We shall never remove public disinterestedness or apathy by putting the screw of compulsory voting or any other pseudo remedy on the adult voter. It is essential that the approach

to a proper appreciation of civic duty and civic pride should be made through the medium of the embryo voter.

MR. HILL.—In my opinion, we shall never remove that apathy until we have taught people how to live as well as how to make a living. Local government provides most of the comforts and conveniences of urban life so efficiently and unobtrusively that we notice them only when they cease to function for a time. The citizens who use local government think more of cinemas, sports, and business and domestic matters, taking local government for granted. This means that only a few people take any active part in municipal administration, and they are gradually being reduced to a type mostly interested in party politics with issues of wider significance than local government, elected as a rule because they promise either to do nothing or to cut down the cost of schemes which have been adopted by people who wanted to do something. It is the negative promise of the municipal candidate that leaves the ratepayer dead cold. The reason why there is more interest in a Parliamentary election is that the candidates usually promise something—some benefit; some improvement in the lot of the people, and whilst these promises mean spending money, the electorate doesn't mind, because they believe the "other fellow" will find it.

MR. METCALFE.—We are indeed a peculiar people in that, so long as everything appears to be regulated to our immediate conception of a decent and orderly way of life, we are content to leave it to the "other fellow" to influence civic administration, as voter or candidate. Since this "other fellow" looks after us tolerably well from the cradle to the grave, why bother about how it is done or how much more could be done?

MR. MILES.—That attitude is the core of the problem, and there is to my mind only one answer. The people must be able to feel that this is *our* country (and not the Prudential's, as some say), *our* town (and not belonging to a syndicate of smart lawyers), *our* village (and not the Squire's), *our* hospital (and not Lord Nuffield's). Today there are two sections of the community—"They" and "Us." People know, some quite clearly, that powerful forces rule us, not from Westminster, but through men whose motives are not for the common-weal.

Few will deny the statement that we are not a true democracy. It is my firm belief that, until the country is genuinely run for the people and by the people, apathy will continue, and disillusionment will set in still further, leaving the way open either to Facism, or to the worst form of Communism.

MR. NORTON.—Mortimer in his question is obviously referring to failure to vote. But electoral apathy doesn't impair the efficiency of local government—otherwise, existing local government would be hopelessly inefficient, which it is not. Nor would annual electoral fervour bring better local government—possibly the reverse. The electors at Eatan-swail, as depicted by Dickens, were anything but apathetic, but I doubt whether the local government service was efficient. Merely raising the percentage of people who vote—people as ill-educated and as socially selfish as most of us are today—would impede progress still more. The extra voters—those who at present won't even bother to vote—are the likeliest to vote against anything which means another shilling on the rates. Naturally, an improved social conscience would mean higher polls, but that would be a sign that a cure had been effected, not the cure in itself.

MISS STANFIELD.—The war has surely taken us a long way in the right direction. It would be a thousand pities if the public spirit and the ability which war-time has revealed were allowed to go into hiding again with the disappearance of the emergency. Will the countless

housewives who have come out of their homes to share civil defence duties retire once more to forget that they have a voice in the government of their town, that they are citizens with a vote and contribution to make to the social services in particular? Women have only to get together quite informally to discuss such things as houses, the bringing up of children, the provision and cooking of meals, and then make known their views to the various women's organizations which are in a position to express public opinion in official quarters.

And what of the thousands of women who, because they do not marry, or otherwise qualify technically as "householders," are not eligible to take part in local elections? For example, how many women local government officers who ought, by their special understanding of local affairs, to be sufficiently interested and capable of using their judgment in those matters are not allowed as citizens to record their votes? The same applies to men who, until they reach marrying age, have no say in the government of their town. Is there any wonder that our young citizens, by the time they are called upon to vote, have grown apathetic? It seems to me that the most urgent reform is in the constitution of the electoral roll so that it is in line with the parliamentary roll, and thus gives to all citizens at the appropriate age the right to choose their local councillors and to influence the policy of the council.

MISS HOWIE.—Representation, too, needs overhauling. Too long has it been the practice to have as representative a business man or woman, who is really much too busy in his or her own job but who takes on a county councillorship as a part-time job. By all means let us have the business and the practical man or woman, but in a whole-time capacity; someone who has the qualification to represent his class or ward; someone who really has the sincere desire to work for the advancement and betterment of his fellow-man. And it follows, of course, that if it is to be a whole-time job, it must be a paid one; otherwise the choice would be even more limited and unsatisfactory.

MR. HARROD.—But, to return to the question, it surely cannot be denied that apathy of the voter is one of the grave weaknesses of all democratic government and is not confined to local elections. As far as NALGO is concerned, our branch public relations officers should keep local government continually before the citizens.

Have Officers Safe Jobs?

3. Local government officers are often told that they have security of tenure. Will the Brains Trust explain just how much security they really have?—*M. Cavell, Brighton.*

MR. ROBERTS.—If by security of tenure the questioner means that an officer cannot be dismissed without the consent of a Minister, then it is possessed to-day only by medical officers of health, sanitary inspectors, and senior poor law officials. The ordinary official, however, always has the protection of NALGO in the event of victimisation or dismissal from office without sufficient cause.

MR. METCALFE.—Apart from NALGO's aid—the effectiveness of which varies from place to place—the ordinary officer has no more security of tenure than any other worker, notwithstanding the vapourings of our more devoted admirers who refer to us as "underworked, overpaid, people with safe jobs."

An officer's appointment may be terminated at any time by his employing authority giving him the period of notice laid down in his terms of employment. There is one slight safeguard in that his employment is at the pleasure not of one but of a number of persons—and he must be a bad servant indeed if he can find no voice in an employing committee to protect him from a raw deal.

MR. ALLEN.—Both the previous answers are correct—though the fact that an officer is a subscriber to the local government superannuation fund gives him a slight additional

safeguard. Apart from the few officers whose dismissal is subject to ministerial consent, the local government officer has no more security of tenure than any other worker. The most that can be said is that he is not likely to have his service terminated unless he is inefficient or his conduct merits it.

MR. HILL.—What gives rise to the impression that the local government officer has security of tenure is probably the claptrap which the average ratepayer uses when he talks of local government officers having security of *occupation* as against the insecurity of private enterprise. To a degree, this is correct, but it does not alter the fact that most local government officers can be sacked just as readily and as easily as employees in private industry.

MR. HARROD.—But, surely, security of occupation amounts to much the same as security of tenure? As compared with industry, employment in local government does not vary so widely and, therefore, local government officers, once appointed, are usually secure against unemployment.

MR. SHEARS.—I should like to see the principle of security as it now applies to medical officers of health, sanitary inspectors, and senior public assistance officers, extended to other persons, such as roads surveyors, housing managers, town planning assistants, in fact to all officers whose work brings them in close contact with the public. The very nature of their employment often brings them up against biased local opinion, and it is well that these officers should have the safeguard of the central government. NALGO can be trusted to see that any unjust threat to the security of other local government officers will not pass unchallenged or unremedied.

MR. MILES.—I should say that, in practice, the permanent officer has security of tenure. Our "trade" is stable, and hence has little or no unemployment. As with central government, local government needs permanent officials, and, while not even the holders of designated posts have absolute security, permanent officials need not fear dismissal. It is an established custom, and even provided for in acts of Parliament, that holders of posts declared redundant (dread word in industry) will be transferred to another post in the local authority service.

MR. NORTON.—I agree. But, though we are spared the shadow of the sack every time an economic blizzard blows, don't forget that we probably feel the edge of the economy axe at such periods.

PLANNING & POST-ENTRY TRAINING

Metropolitan Conferences

ALONE, so far as we are aware, among NALGO area education committees (though we should be delighted to hear to the contrary) the Metropolitan committee is continuing its active work on reconstruction problems, in cooperation with other groups. Two forthcoming meetings promise to be of exceptional interest.

The first, on March 20, will be a joint conference with the Town and Country Planning Association on planning, with particular reference to the functions of local government officers. This will be held at 2.30 p.m. at the Gas Light & Coke Co's theatre, 178, Edgware Road, near Marble Arch.

The second will be a two-day conference organised in conjunction with the Civil Service Clerical Association on post-entry training, with special reference to the need for an administrative staff college. Papers will be read by Prof. Harold Laski, Mr. L. C. White, general secretary of the C.S.C.A., and Mr. E. S. Byng, of Standard Telephones and Cables, Ltd. This conference will take place at County Hall on April 10 and 11.

Details may be obtained from the secretary to the area education committee, Mr. A. E. Odell, 59, Parkside Drive, Edgware, Middlesex.

A CHARTER FOR NURSES

Rushcliffe Report Sets New National Standards

THE long-awaited First Report of the Rushcliffe Committee on "Nurses' Salaries," published last month and "warmly commended" by the Minister of Health to all hospital authorities, municipal and voluntary, in England and Wales, is a document of outstanding importance to the nursing profession, representing in large measure, that "Nurses' Charter" it has so long awaited.

The proposed salary scales—which come into force on April 1—are set out on page 320. It will be noted that, while the scales for staff up to and including the rank of sister are generally similar for all classes of hospitals, an exception is made in favour of sanatoria and tuberculosis hospitals, most nurses in which will receive £10 a year more, together with free travel twice a week to the nearest centre of population. These measures are recommended with the object of overcoming the special difficulty in staffing such hospitals, but the Committee emphasises that they are intended to be temporary. It recommends that the General Nursing Council should institute a supplementary part of the state register for nurses specialising in the treatment of tuberculosis and certain other respiratory diseases (including thoracic surgery). When this has been done, the temporary provisions may need to be reviewed.

Service Conditions

No less important than the recommendations on salaries are those on service conditions and training facilities, which include:

A 96-Hour Fortnight, day or night, to be brought into national operation for all nurses, except those in supervisory positions, as soon as conditions permit. In epidemics or emergencies, when longer hours must be worked, arrangements should be made for additional off-duty time. For student nurses, the 96-hour fortnight should be inclusive of lectures and classes, which, as far as possible, should be held towards the end of duty time.

Holidays—All nurses, including student nurses, to have at least one complete day off duty a week, with 28 days' paid holiday a year (the holiday pay to include allowances of 15s. a week to resident and 10s. a week to non-resident nurses).

Night Duty—Continuous periods of night duty to be restricted to a maximum of three months for student nurses, six months for sisters and staff nurses, and two years for night superintendents.

Sick Pay—Minimum periods of sick pay in any twelve-month period to be one month's full pay and (after four months' service) two months' half pay during the first year; two months' full and two months' half pay during the second year; and three months' full and three months' half pay during the third year and thereafter (hospital authorities having discretion to extend these periods in individual cases). Resident nurses who are not provided with in-patient treatment will receive allowances of 15s. a week during sick leave on full pay and 7s. 6d. a week during leave on half pay, while non-resident nurses not given in-patient treatment will receive allowances of 10s. and 5s. a week respectively.

Emoluments—This term is defined by the committee as including board, residence, personal laundry, and the use and laundering of uniform. These, or their equivalent, should be provided for all nurses, and the committee therefore recommends that:

The practice of many hospitals requiring student nurses to provide their own uniforms should cease, and in future all hospital authorities should provide full indoor uniform free for student nurses, as well as for other nurses;

Where a nurse would ordinarily have been resident but is required by the hospital authority to live out, the authority should find the accommodation and pay the full cost; and

Where a nurse is non-resident solely because she desires and is permitted to live away from the hospital, she should be given a cash allowance in lieu of emoluments, subject to a deduction for services provided by the hospital (the amount of this allowance is shown in column 6 of tables iv-xiii).

Superannuation—The committee considers that all nurses should be included in a superannuation scheme, providing for uniformity of

hospital authorities on April 1 will be given the option, either

(a) of accepting the recommendations as a whole (subject to the qualification below);

(b) of remaining on their existing scale of salary, emoluments, and conditions of service for their grade, until promotion to a higher grade, when the recommendations will apply.

Nurses who choose alternative (a) will have the recommendations as to conditions of service, so far as applicable, applied to them on April 1. Each nurse will, however, receive on that date, as an increase in salary, only half the difference between her present salary and the salary she would have been receiving under the new scales had they been in operation throughout her nursing career; provided that no nurse shall receive less than the appropriate minimum fixed by the new scales. On April 1, 1944, she will receive an increase equal to the other half, together with any increment then due to her under the new scales. Nurses in training will have the salary scales applied to them in the same way, except that they will receive their appropriate increment on the anniversary of the date of commencement of their service following April 1, 1943. Thus every nurse will be brought to her appropriate position on the new scales, in accordance with the length of her service, by April 1, 1944.

Thereafter, April 1 in each year will be the uniform incremental date for all nurses, other than those in training (who will receive their increments on the anniversary of the beginning of their service).

Nurses newly appointed, or promoted to a new grade, will not be entitled to an increment on April 1 following their appointment, unless they have served at least six months in their new grade.

Increments will be automatic, but, except in the case of student nurses, may be withheld on an adverse report; a nurse to have the right of seeing the report and of appeal to the employing authority. If an increment is withheld, the employing authority may grant a double increment the next year.

A nurse performing for at least three consecutive months the duties appropriate to a higher office shall receive for that period an additional payment at the rate of half the difference between the minima scale rates of the substantive and acting positions.

Other provisions deal with transfers and promotions—all designed to encourage mobility within the nursing service by providing the nurse with equal opportunities wherever she may go.

In addition to superannuation, the committee has deferred its proposals with regard to male nurses, public health nurses, district nurses, midwives, and nursing staffs in day and residential nurseries. A special sub-committee (on which NALGO is represented by Messrs. H. Allen and A. G. Bolton) is considering the salaries of public health nurses, and the report states that the proposals eventually put forward for all these nurses not yet covered shall operate, retrospectively if necessary, from April 1.

Recruiting Nurses and Midwives

THE Minister of Labour has set up, under the chairmanship of Mr. McCorquodale, Parliamentary Secretary to the Ministry, a national advisory council to consider and advise him on measures to stimulate the recruitment and overcome the present uneven distribution of male and female nurses and midwives on civilian work. NALGO is represented on this advisory council by Mr. C. A. W. Roberts, who was chairman of the nurses' panel of the Rushcliffe Committee.

NALGO SCHOLARSHIPS FOR NURSES NOW!

Determined to support to the utmost of its capacity the "New Deal" for nurses provided by the Report of the Rushcliffe Committee, NALGO has decided to institute a series of scholarships for state registered nurses who are members of the Association, to assist them in qualifying for more advanced positions. The following are offered:

- A. To assist nurses wishing to qualify as
 - Sister Tutors—up to £150 p.a.
 - Health Visitors—up to £75 p.a.
 - Midwives—up to £50 p.a.
- B. To assist nurses wishing to obtain
 - Recognised certificates in Massage and Medical Gymnastics—up to £150 p.a.
 - Recognised certificates in Dietetics—up to £150 p.a.
 - Certificates awarded at the conclusion of any other appropriate course of training approved by the National Executive Council;
 - The Diploma in Nursing of the Universities of Leeds or London—up to £150 p.a.

Applications for any of these scholarships must be submitted by May 31, 1943. Further particulars from the Acting General Secretary, NALGO, Croyde, Braunton, N. Devon.

pension and complete mobility of transfer from one type of service to another without any sacrifice of pension rights. It has appointed a sub-committee (upon which NALGO is represented by Mr. J. Simonds, the acting general secretary and legal secretary) to investigate the position and recommend how this object may best be attained. In the meantime, it has assessed, for superannuation purposes, the cash value of the emoluments provided. This is set out in column 3 of the tables, while column 4 shows the combined value of salary and emoluments upon which superannuation is to be reckoned.

Training Facilities

Recommendations designed to facilitate the training of nurses include:

Student Nurses—The practice adopted by some hospital authorities of charging fees to student nurses should be discontinued.

Sister-Tutors—In view of the importance of sister-tutors in the education of future nurses, the Ministry of Health should make an educational grant to enable suitable nurses, who would otherwise be unable to afford the training, to become qualified sister-tutors.

Payment for Additional Qualifications—Nurses possessing a diploma in nursing, except matrons, assistant matrons, and sister-tutors, should be paid an additional £5 a year, and nurses, other than departmental sisters, sister-tutors, and higher grades, who are required to be registered on the supplementary parts of the state register for fever nurses or for sick children's nurses, in addition to being on the general part of the register, should receive an additional £10 a year.

All the above proposals are to be brought into operation on April 1. Nurses newly appointed or promoted on or after that date are to have the recommendations applied to them as a whole. Nurses in the service of

TABLE I.—MATRON

1 Beds	2 Salary (excl. Emol.) £	3 Emol. £	4 Salary + Emol. £
(a) In hospitals approved by the General Nursing Council for complete training in general nursing, sick children's nursing, or fever nursing.			
500+	450—700	200	650—900
400—499	400+30—580	200	600—780
300—399	350+30—530	200	550—730
200—299	300+25—450	150	450—600
100+	250+25—375	150	400—525

(b) In general hospitals, children's hospitals, infectious diseases hospitals, in sanatoria, tuberculosis hospitals, and other hospitals where the major part of the accommodation is for the treatment of tuberculosis, or in other special hospitals, in all cases if approved by the General Nursing Council as affiliated or associated training schools.

As in Table I (a) except for matrons of hospitals with under 100 beds, for whom the recommended scales are:

50—99	220+20—330	150	380—480
50—	220+20—300	150	370—450

(c) In Sanatoria, tuberculosis hospitals, and other hospitals where the major part of the accommodation is for the treatment of tuberculosis, if approved for training for the certificate of the Tuberculosis Association.

As in Table I (b) above.

(d) In non-training hospitals, whether general hospitals, children's hospitals, infectious diseases hospitals, sanatoria, tuberculosis hospitals, other hospitals where the major part of the accommodation is for the treatment of tuberculosis, or other special hospitals; including public assistance hospitals that are not training schools but not public assistance institutions.

500+	350—525	200	550—725
400—499	300+25—450	200	500—650
300—399	275+25—425	200	475—625
200—299	250+25—375	150	400—525
100—199	230+20—330	150	380—480
50—99	220+20—300	150	370—450
50—	215+20—275	150	365—425

(e) In Public Assistance Institutions.

MATRON (being a State Registered Nurse) who is also Superintendent Nurse or Head Nurse.

(a) In public assistance institutions approved by G.N.C. as complete, affiliated, or associated, training schools.

300+	275+15—425	140	415—565
200—299	240+15—360	120	360—480
100—199	220+10—300	120	340—420
100—	210+10—240	120	330—360

TABLE IV.—QUALIFIED SISTER TUTOR.

In all hospitals where they are appointed.

1 Post	2 Salary £	3 Emol. £	4 Salary + Emol. £	5 Non-res. Emols. £	6 Lvg.-out Allice. £
¹⁰ Senior S. T.	260+15—350	120	380—470	35	85
S. T. in sole charge	230+10—280	120	350—400	35	85
Ass. S. T.	200+10—250	120	320—370	35	85

TABLE V.—NIGHT STAFF.

Night Supt.	¹² W.S.S. + £40	120	290—360	35	85
Night Sister in sole charge	¹² W.S.S. + £25	100	255—325	30	70
Night Sister working under Supt.	¹² W.S.S.	100	230—300	30	70

TABLE VI.—HOME SISTER.

In charge of 150 nurses or over	¹² W.S.S. + £30	120	280—350	35	85
In charge of under 150 nurses	¹² W.S.S. + £15	120	265—335	35	85

TABLE VII.—HOUSEKEEPING SISTER.

With certificate, 300+ beds	¹² W.S.S. + £20	100	250—320	30	70
300— beds	¹² W.S.S. + £10	100	240—310	30	70
Without certificate	¹² W.S.S.	100	230—300	30	70

TABLE VIII.—DEPARTMENTAL SISTER.

¹² W.S.S. + allowance of £10—20	120	240—320	30	70
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NOTES

We apologise for these footnotes—they are made necessary, unfortunately, by the need to condense the scales as set out in the report (to which nurses in any doubt as to their exact position are referred).

1. The figures in column 3 (Emoluments) represent the amount which, for superannuation purposes, the committee considers should be the value of emoluments for resident and non-resident nurses alike.

2. Column 4, obtained by adding columns 2 and 3, shows the value of salary and emoluments upon which superannuation allowance would be calculated.

3. Column 5 shows the value to be put on the emoluments of nurses who desire and are permitted to be non-resident—i.e., meals on duty and use and laundering of uniform.

4. Column 6 shows the sum in cash payable in lieu of emoluments, after deduction of the value of services provided by the hospital (Col. 5) to nurses who desire and are permitted to be non-resident, and represents the difference between columns 3 and 5.

1 Beds	2 Salary (excl. Emol.) £	3 Emol. £	4 Salary + Emol. £
(b) In Public Assistance Institutions that are not Training Schools.			
600+	265+15—400	140	405—540
500—599	240+15—360	140	380—500
300—399	220+15—340	140	360—480
200—299	220+10—300	120	340—420
100—199	200+10—260	120	320—380
50—99	200+10—240	120	320—360
50—	200+10—220	110	310—330

TABLE II.—ASSISTANT MATRON.

(a) In hospitals approved by the G.N.C. for complete training in general nursing, sick children's nursing or fever nursing.

500+	275—400	150	425—550
400—499	250+15—310	150	400—460
300—399	235+15—280	150	385—430
300—	235+15—250	120	325—370

(b) In general hospitals, in children's hospitals, in infectious diseases hospitals, in sanatoria, tuberculosis hospitals and other hospitals where the major part of the accommodation is for the treatment of tuberculosis, or in other special hospitals, in all cases if approved by the G.N.C. as affiliated or associated training schools.

As in Table II (a).

(c) In Sanatoria, tuberculosis hospitals and other hospitals where the major part of the accommodation is for the treatment of tuberculosis, if approved for training for the certificate of the Tuberculosis Association.

As in Table II (a).

(d) In non-training hospitals, whether general hospitals, children's hospitals, infectious diseases hospitals, sanatoria, tuberculosis hospitals, other hospitals where the major part of the accommodation is for the treatment of tuberculosis, or other special hospitals; including public assistance hospitals that are not training schools but not public assistance institutions.

500+	250+15—340	150	400—490
300—499	220+10—270	150	370—420
300—	200+10—230	120	320—350

TABLE III.—SUPERINTENDENT NURSE or HEAD NURSE of public assistance institutions, in both cases if state registered.

400+	240+15—360	140	380—500
300—399	220+15—340	140	360—480
200—299	220+10—300	120	340—420
100—199	200+10—260	120	320—380
50—99	200+10—240	120	320—360
50—	200+10—220	110	310—330

1 Post	2 Salary £	3 Emol. £	4 Salary + Emol. £	5 Non-res. Emols. £	6 Lvg.-out Allice. £
TABLE IX.—WARD SISTER.					
130—10—180+inc. of 20 after ten years' service as ward sister.		100	230—300	30	70

TABLE X.—STAFF NURSE.

¹⁴ A. 100+5—140	90	190—230	25	65
¹⁴ B. 90+5—140	90	180—230	25	65

TABLE XI.—STUDENT NURSES.

¹⁷ 40 (1st yr.) + 5 (2) + 10 (1)—60	75	115—145	Always resident.		
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TABLE XII.—NURSES (A) possessing, or (B) in training for T.A. certificate only

A	85+5-120	90	175-210	25	65
B	45+5-50	75	120-125	Always resident.	

TABLE XIII.—ASSISTANT NURSE.

A.—Possessing a certificate of two years' training as assistant nurse given by a local authority, e.g., that given by the Essex County Council.

B.—In training for such a certificate.

C.—After at least two years' training in a training school approved by G.N.C.

D.—After two years on nursing duties at a hospital under supervision of trained nursing staff.

E.—Others employed in nursing in a hospital or an institution.

A.	75+5-95	90	165-185	25	65
B.	40+5-45	75	115-120	Always resident.	
C.	65+5-85	90	155-175	25	65
D.	65+5-85	90	155-175	25	65
E.	55	75	130	20	55

SCOTTISH REPORT
Same Conditions but Lower Salaries

THE first report of the Scottish Nurses' Committee, which, under the chairmanship of Professor T. M. Taylor, has been considering the salaries and conditions of nurses in Scotland, and has worked in close liaison with the Rushcliffe Committee, was published simultaneously with the Rushcliffe report. Although it does not cover exactly the same ground, and the salaries recommended are generally lower, its proposals on service conditions are substantially identical (sick pay and holidays have not yet been considered). Below are summarised the Scottish recommendations on salaries:

MATRON

General Hospitals (approved training schools).	Salaries	Emoluments
1,000+	Not yet agreed	200
500—999	Not yet agreed	
300—499	350+25	150
200—299	300+20	150
100—199	280+20—300	150
100—	250+15—325	150

ASSISTANT MATRON

1,000+	See Note 3	150
500—999	275—375	150
300—499	240+15—285	120
200—299	200+15—260	120
100—199	200+15—245	120
100—	No scale fixed	120

SISTER TUTOR (qualified)

¹⁰ Senior S.T.	250+10	120
S.T.	230+10—280	120
Ass. S.T.	200+10—250	120

SISTER TUTOR (unqualified)

¹⁰ Senior S.T.	170+10—220	120
S.T.	W.S.S. + £20	100

NOTES

1. Matrons of hospitals with over 1,000 beds are to have £50 p.a. more than matrons of hospitals with 500—999 beds.

2. Maximum of these scales not yet fixed.

3. Same as Assistant Matrons in hospitals with 500—999 beds, plus £12 for 1st Assistant Matron.

4. This is a range, not a scale, and will carry four annual increments of £15.

5. In charge of two or more qualified Sister tutors.

6. In charge of two or more Sister tutors.

7. W.S.S. = Ward Sister's salary (i.e., £130+10—160) with £170 (7th yr.) and £180 (10th yr.), plus long-service increment of £20 (16th yr.).

(Continued on page 330)

Much Cowslip Arbitrates

WHO IS THIS WHITLEY?

Still Jackass

The reference to an agreed tribunal (as distinct from that august body the National Arbitration Tribunal) of a dispute between the Much Cowslip branch and the employing authority, the Much Cowslip Urban District Council, marked another step along that long, tortuous, and uphill road towards decent compulsory minimum standards along which NALGO is slowly dragging reluctant local authorities, with the not-too-enthusiastic co-operation of the Government which planned and built the road but apparently hesitates to ensure its unhampered use by all.

My regular reader, a fellow of infinite disconcertment, will remember--or, being also a fellow of infinite tact, will pretend to remember--that our plea was for the adoption in Much Cowslip of the revised scales of salaries recently adopted by the Mid-Western Provincial Joint Council, and that the members of the agreed tribunal were Sir S. Spender (an economist known to favour high wages), Mr. Alf Bates (local organiser for the Fourth International), Mr. Ted Bottle (landlord of the "Lamb and Lion" and thus in daily contact with the staff), Mr. Luke Watchit (chairman of the local Ratepayers' Protection Association), and Mr. J. Leader (editor of the "Buttercup Magna Advertiser"). The first three were confidently expected to support our application, the other even more confidently to oppose it. Sir Alison Angle, K.C., had been briefed by the employing council and Mr. Boodle-Spotts, K.C., appeared for us. After lengthy negotiations, initiated by me as Branch Treasurer, he had agreed to a no-win no-pay basis which, as the Council had absent-mindedly agreed to bear its own costs in any case and ours also if we succeeded, suited us admirably and ensured his utmost attention.

The hearing was public, and the large billiard room of the "Lamb and Lion," suitably re-arranged for the occasion, was filled to capacity when Mr. Boodle-Spotts rose to address the tribunal. It was his purpose, he said, to lay before them a simple but moving story--a story of the long heroic struggle of a few fellow-human beings--officials, it was true, but human beings none the less--with hearts, heads and above all, stomachs. Theirs was a bitter struggle to survive on the pitifully meagre pittance, too insignificant to be dignified by any worthier term, paid to them (or should he say doled out to them?) by those gentlemen, those sleek, well-fed gentlemen not unprosperous in appearance, a good many of whom he was happy to see were in court today, who formed the Much Cowslip Urban District Council. It was not within his province as an advocate to register his opinion of those gentlemen. He felt he could leave them with some confidence to their own consciences, warped and stultified though these must obviously be, and to the disgust and loathing of all right-thinking men.

Very much within his province, however, was to demonstrate to the tribunal --a tribunal over whose eyes, if he might say so, it would be folly to attempt to pull wool--how essential it was in the name of fair play, in the name of common justice--nay, in the very name of England whose sons we all were (loud applause)--that this smirch, this blot, this crawling worm within the rosebud of Cowslipian local administration, should be cleansed away before it became too late. That could only be done by raising from the existing starvation levels to standards such as freemen, their loyal helpmeets and their little children ("I am not," interpolated Mr. Boodle-Spotts, "a sentimental man, but I confess to having a particularly warm place in my heart for the children") could tolerate and live by without loss of self-respect and acute want. They had before them the existingscales of salaries--he need say no more. Res ipsa loquitur. They had before them also the scales of salaries propounded by the Joint Whitaker Committee--Joint Whitley Council, that was to say--and he proposed to call evidence--in his opinion incontrovertible evidence--and reserve his final arguments until later.

Mr. John J. Jackass (that's me, folks) deposed that he was local secretary of the appellant organisation. His salary as a general clerk to the Council was £156 a year. He would accept Mr. Boodle-Spotts' calculation that his earnings were roughly £3 a week. He had one wife and two children, and agreed he could afford only one wife. Poverty was rife among the staff. He had only one suit; they would note the trousers were odd. Yes, that was a small hole in his elbow (exhibited to the tribunal). He was considerably in debt--three weeks' pool subscriptions among other items. It was true that, as secretary, he found it almost impossible to collect from his colleagues the absurdly small subscriptions due from them to the Association, and knowing their enthusiastic attitude he could only ascribe this to absolute inability to pay. He had seen the rate collector cry like a child because he could not pay his subscription.

Cross-examined by Sir Alison Angle, Mr. Jackass denied that he had spent four shillings and fourpence in the "Lamb and Lion" the previous night, and regarded it as his own business if he did. He would agree that rate-collectors were notoriously tender-hearted, but thought the local officer an exception. He could not account for the fact that the material round the hole in his elbow appeared thick and unworn, but indignantly rejected a suggestion that he had cut a piece out with scissors. He could not produce his coupon book as proof of his inability to buy adequate clothing; he had given it away to a more fortunate officer from another authority. He was not aware that was an offence, and didn't particularly care whether it was or not. He ascribed his pronounced and frequent cough to under-nourishment and was afraid he had a tendency to consumption as a result. It was certainly not due to smoking too many cigarettes.

Aubrey C. Horripog, Clerk to the Urban District Council, called on behalf of the appellant officers, said he was chairman of the local staff organisation and in full sympathy with its application. His heart bled for his less fortunate colleagues. The Council had been members of the Mid-Western Whitley Council for ten years until their resignation after these proceedings were instituted.

Sir S. Spender: "Who is Mr. Whitley?"



The Clerk: "He was an over-optimistic gentleman who believed that agreements voluntarily reached by both parties to any dispute would afterwards be voluntarily honoured by both parties."

Mr. Alf Bates: "Would you describe Whitleyism as a decaying prop to the crumbling edifice of capitalism?"

Mr. Luke Watchit: "Is it not rather a device by which astute representatives of the staff hoodwink too amiable councillors into accepting extravagant proposals?"

The Clerk: "Personally I would regard it as a logical step from laissez-faire anarchy to a planned and ordered system of regulation of local government employment conditions."

Mr. J. Leader: "Don't you agree that employees always get the wages and conditions their work deserves?"

The Clerk: "I do not think justice is evenhanded where one party holds the gun."

Sir Alison Angle intimated rather acidly, that, as the tribunal had conducted his cross examination for him, the witness might stand down, and launched into his reply for the respondents. He submitted that in matters of that kind, the common weal over-rode all other considerations. It was a principle of democracy nowhere better understood than here, that they who pay the piper might not only call the tune but decide how much to pay for it. If, however, the tribunal accepted the contention that the awards of this Whitley Committee (whatever that might be) were to be compulsory, they thereby took from the Council, and so from the ratepayers who elected that Council, the right of deciding what they should pay their staff, and vested it in an extraneous body responsible to no one but itself.

Mr. Boodle-Spotts: "With all respect to my learned friend, is that not precisely the position in many industries where wages and conditions are compulsorily regulated by trade boards?"

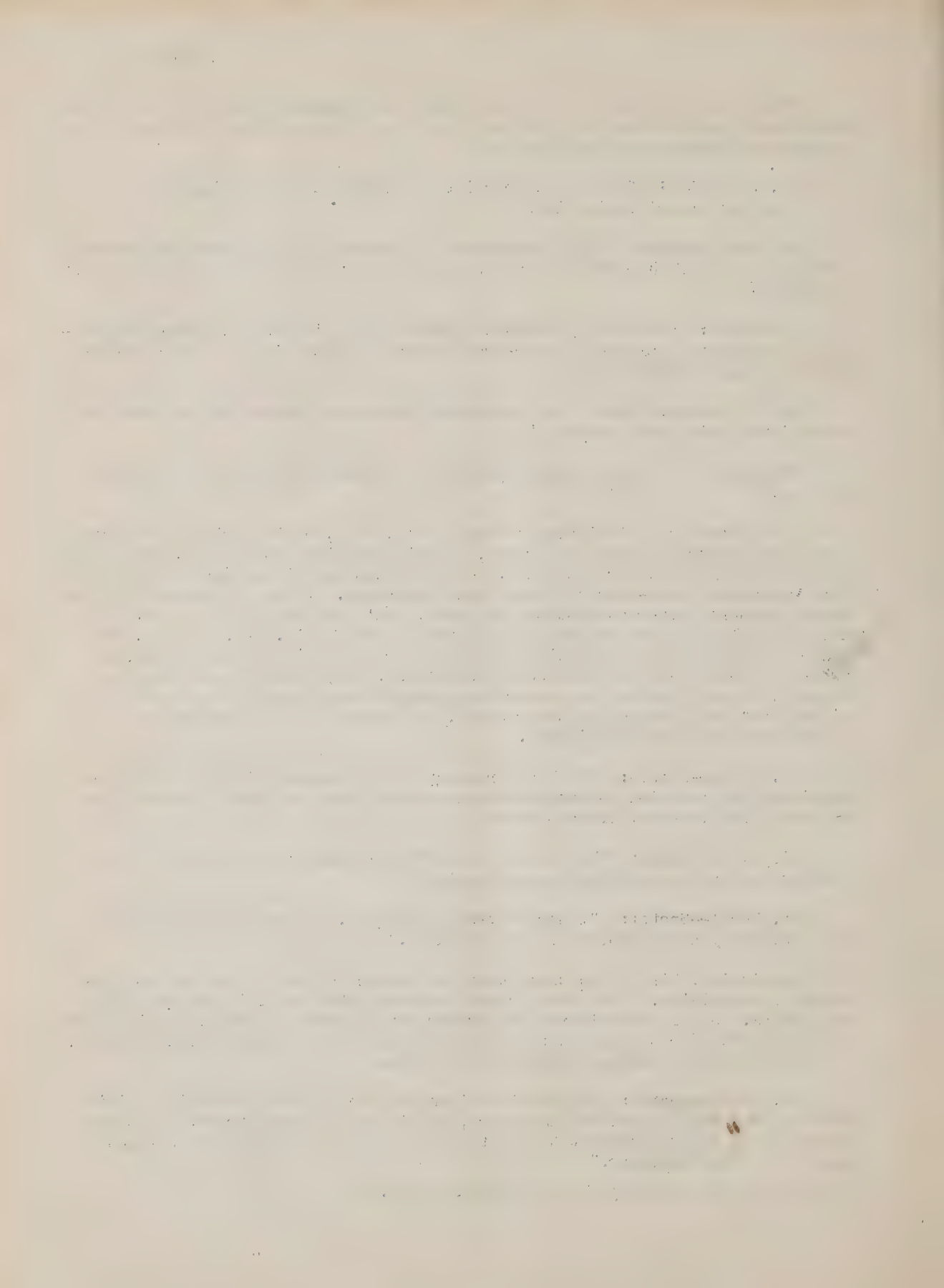
Sir Alison Angle: "My learned friend* should make his points in his own speeches and not as interpolations in mine."

Mr. Boodle-Spotts: "I unreservedly apologise. In any case, the point will obviously have occurred to the tribunal."

Continuing, Sir Alison urged that the essence of Whitleyism was the absence of compulsion. The moment compulsion was introduced, it ceased to be Whitleyism. Local authorities would never have agreed to participate in joint bargaining but for the safeguard that they could ignore any decisions reached, and that was their obvious right and privilege.

Mr. Boodle-Spotts: "Would Sir Alison explain in what way their position differs from that of private employers, say in the catering trade? In those trades it is recognised that the State has a duty to safeguard the workman against the bad employer."

*At this point story is continued on p.322



Sir Alison: "I protest against these deliberate interruptions."

Sir S. Spender: "Really, Mr. Spotts, you must be quiet. The tribunal will ignore your observation...though I must say, I think you are perfectly right."

Sir Alison, obviously put out, wound up with a plea that the application as it stood must and should be rejected because the community of Much Cowslip, who had a right to be considered in such matters (Mr. Luke Watchit: "Hear, hear!") simply could not afford the additional expense involved. He called Mr. Councillor Gumble.

Councillor Gumble said he was not prepared to give any evidence now he realised that the findings of the tribunal would be enforceable. It was just as bad as a Whitley Council if it expected them to abide by its orders. As a free-born Englishman, he took orders from no tin-pot tribunal.

On the orders of the tribunal (by a majority decision), he was thrown out.

Sir Alison, who appeared to think matters were getting rather beyond his control, called the Clerk, who submitted prepared statements of the cost involved, the effect upon the rate precept, and his own professional opinion that the Council definitely could not afford to pay the salaries claimed. Cross-examined by Mr. Boodle-Spotts, he confirmed his previous evidence and pointed out that he was now speaking in the capacity of an employee of the Council. He agreed that the rate precept had just been reduced by two shillings in the pound.

Astute enough to let well alone, Mr. Boodle-Spotts waived his right to address the tribunal further, and even refrained from calling Miss Legge, who had been held in reserve attired in a costume which was an object lesson in making ends meet and cosmetically perfect. Without retiring, and by a majority of one, the tribunal awarded the salaries claimed, plus sixpence per year in each case, Sir S. Spender explaining that, being uncertain of the exact status of Whitley Councils, they preferred to avoid setting any inferential precedent by adopting the Whitley findings as theirs. Had they been satisfied that the constitution of the Whitley Council was sufficiently representative to warrant its acceptance as an appropriate negotiating body, they might have taken a different view.

We have already told the Council that we intend to take them to arbitration again on the payment for overtime problem, but this time I am afraid it will have to be the National Arbitration Tribunal. Councillor Gumble was very rude when I suggested we might make use of the same tribunal again.

Life can only be understood backwards: but it must be lived forwards.

Best things in life are freezed.

A rolling stone gathers no Mrs.



Military

KILLED OR DIED ON SERVICE

Barrett, Sgt.-Pilot P. W., R.A.F., education dept., East Riding C.C.
 Beeny, Capt. R. A. L., R.E., engineer's dept., Nottingham.
 *Busby, P/O. F. R., R.A.F., highways divisional surveyor's clerk, Gloucester C.C.
 Chenerly, L/A/C. R. F., R.A.F., finance dept., Middlesex.
 *Crisp, Sgt.-Pilot R. P., R.A.F., treasurer's dept., Gloucester C.C.
 Deeth, F/S/P. L. W., 29, R.A.F., clerk's dept., Ealing.

A PROUD RECORD

Of the 30,000 NALGO members in the Forces, 1,163 have laid down their lives, are missing, or are prisoners in enemy hands, while 279 members have received awards for their achievements in the field and on the home front. The full record is:

	Forces	Civilian
Killed	495	60
Missing	354	—
Prisoners	313	—
Awards	99	179

Franklin, P/O. R., R.A.F., clerk's dept., Croydon.
 Fuller, F/O. J. H., R.A.F., engineer's dept., East Ham.
 Giles, Sgt. A. M., R.A.F., finance dept., Lewisham.
 Hall, P/O. E. H., 25, R.A.F., shop inspector's dept., Ealing.
 *Herries, P/O. R., R.A.F., clerk's dept., Kilmarnock.
 Jones, Bdr. H. E., R.A., education dept., Middlesex.
 Jones, Cadet K. H., engineer's dept., Croydon.
 Luddington, P/O. R. K., R.A.F., finance dept., Middlesex.
 *McGrath, P/O. Obs. W. M., R.A.F., clerk's dept., C.C.
 Newman, Spr. J. E., R.E., Leyton.
 Olley, S.P. D., R.A.F., clerk's dept., Leeds (at Malta).
 Saxby, A/C2 J. M., R.A.F.V.R., treasurer's dept., Bognor Regis (by enemy action on South Coast).
 Shotter, Gnr./Sig. W. G. (A.T.), R.A., health dept., Bognor Regis (in North Africa).
 Southall, P/O. J. W., R.A.F., finance dept., Lewisham.
 *Summers, F/S. G. J., 21, R.A.F., rating dept., Minehead (in Libya).
 Walton, W. T., R.A.F., education dept., Middlesex.
 Wellington, Sgt.-Obs. J. W., R.A.F., clerk's dept., Newbury.
 Westchur, 2/Lt. D., R.A.O.C., health dept., Ilford.
 Wilkinson, L/Bdr. G., R.A., treasurer's (g) dept., Nottingham.

MISSING

Aldersey, Spr. E. C., R.E., engineer's dept., Crosby.
 Allen, Sgt.-Obs. S., R.A.F., electricity dept., Blackpool. (From second daylight raid on Berlin on day of Nazi Party anniversary).
 Brown, F/O. K. G. V., R.A.F., finance dept., Middlesex.
 Cannon, Cdr. J. H., 27, relieving officer, Stourbridge (presumed killed).
 Hale, F/S. K. G. M., R.A.F., finance dept., Middlesex.
 Hammond, Sgt. H. K., 27, R.A.F., assist. book-keeper, Brighton.
 Harman, Lt. J. T., R.N., education dept., Middlesex (presumed killed at sea).
 Jones, F.S. O. E. K., 28, R.A.F., treasurer's dept., Bangor (from raid on Lorient).
 Lister, Sgt. H. H., R.A.F., Dorking divisional office, Surrey C.C. (in Middle East).
 Luky, Sgt. F., R.A.F., Gillingham.
 Mackie, O/S. B., R.N., education dept., Middlesex (presumed killed).
 Mulken, L/Sgt. H. C., education dept., Surrey C.C. (in Far East).
 Perry-Hook, Lt. R. E., R.N.V.R., surveyor's dept., Paignton (on convoy escort to Russia).
 Scott, W/O. N., R.N., surveyor's dept., Neston (believed killed).
 Slade, Sgt. K. E., 22, R.A.F., surveyor's dept., Surbiton.
 Smith, O.Cdr. W. E. T., R.N., clerk's dept., Kilmarnock.
 Tolmie, P/O. W. A., R.A.F., valuer's dept., Middlesex.
 Tomkins, Sgt. G., R.A.F., finance dept., Surrey C.C. (in Middle East).
 Turner, Sgt.-Obs. D. W., R.A.F., treasurer's dept., Gloucester C.C. (after mine-laying operation).
 White, Sgt. F. G., R.A.F., finance dept., Surrey C.C. (from operational flight over Germany).
 White, L/A/C. G., R.A.F., education dept., Cheshire (at Singapore).
 Whitelock, P/O. R., R.A.F., education dept., Middlesex.
 Williams, 2/Lt. A., Ghurkas, valuation dept., Crosby (in Malaya).

PRISONERS OF WAR

Broderick, Tpr. T. M., engineer's dept., Lewisham.
 Curd, Sgt. R. C., finance dept., Surrey C.C. (in Italy).
 Elworthy, Bdr. V., education dept., Surrey C.C. (in Far East).
 Finlayson, Lt. P., R.A.M.C., central Middlesex county hospital.
 Foard, Bdr. A., finance dept., Surrey C.C. (in Far East).
 Freestone, Cpl. R. H., education dept., Surrey C.C. (in Far East).
 Gosney, S. O., 28, R.A.F., asst. book-keeper, Brighton.
 James, F/Lt. E. A., finance dept., Surrey C.C. (in Far East).
 Jones, Pte. A., finance dept., Surrey C.C. (in Germany).
 Johnston, 2/Lt. J. A., Epsom div. office, Surrey C.C. (in Far East).
 Lansdel, Gnr. S., finance dept., Surrey C.C. (in Italy).
 Sandford, Cpl. K. G., R.A.M.C., health dept., Lewisham.
 Southern, Cpl. M., health dept., Surrey C.C. (in Germany).

Thomas, R. P. G., South Wales Borderers, motor taxation dept., Carmarthen.
 *Tonkins, Gnr. J. R., R.A., Middlesex (in Italy).
 Turner, Sgt. H. G., central purchasing dept., Surrey C.C. (in Far East).
 Wise, Cpl. S. V., building dept., Surrey C.C. (in Italy).
 *Previously reported missing.

AWARDS TO MEMBERS

Military

CROIX DE GUERRE

Roworth, Capt. T. I., R.E., sanitary inspector, Blackpool. Capt. Roworth was with the original expeditionary force to North Africa.

D.F.C.

Hodgson, F/O. G., R.A.F., public assistance dept., Bolton.
 Slade, F/Lt. J. W., R.A.F., county surveyor's dept., Somerset. Citation states: "F. Slade has displayed quiet confidence and courage during periods of intense activity, and his initiative and fine leadership have frequently been an inspiration to his comrades."

HOSPITALITY FOR WARRIORS

The districts, branches, and individual members below offer hospitality to members of NALGO in the Forces and stationed in their areas. To save space, the following contractions are used: B.—Buildings; C.—Council; Cy.—County; C.D.—Civil Defence; D.—Department; E.—Electricity; Ed.—Education; Em. Hos.—Emergency Hospital; Eng.—Engineers; H.—Hall; Hlth.—Health; Hse.—House; Hsg.—Housing; M.—Municipal; O.—Office(s); P.A.—Public Assistance; S.—Surveyor(s); S.W.—Social Welfare; T.C.—Town Clerk(s); T.D.—Treasurer's Department; T.H.—Town Hall; Tr.—Transport; W.—Ward; W.M.—Weights and Measures. (C) after an entry indicates that a sports or social club is available. Figures in brackets are telephone numbers—

Owing to pressure on space we propose in future to publish this hospitality list at intervals only; changes will be published each month. Members serving, or likely to serve, in the Forces should, therefore, cut this list out and keep it by them.

o. office and h. home. Names of exchanges are given only where they differ from the name of the town.
 † indicates that hospitality is also offered to women members and friends of members.

DISTRICT COMMITTEES

Metropolitan.—PERCIVAL W. BOND, C.O., Purley.

BRANCHES

Acton.—Miss J. PERGANDE, T.H., W.3 (ACOrn 3232).
 Alloo.—W. HUNTER, Cy.B.
 Ashton-under-Lyne.—W. B. BRADLEY, E.W. (C).
 Aylesbury.—G. A. MELLOR, Cy.H. (C).
 Barking.—R. D. BROWN, H.D. (Rippleway 3880).
 Barnsley.—T. S. FARNSWORTH, T.D., T.H. (3232).
 Beverley.—S. W. ATKINSON, M.O. (344) (C).
 †Blackburn.—J. COX, 42, Victoria-st. (C).
 Bognor Regis.—A. C. TOWRT, T.H. (1660).
 †Brierley Hill.—E. J. LEWIS, C.O., Albion-st. (7693).
 Burnley.—J. M. HOLT, Ed.O., Manchester-rd. (C).
 Cambridgeshire.—LEO MASON, Shire Hall.
 Canterbury.—J. E. NEWPORT, M.B., Dane John (2826).
 Carlisle.—J. N. ROUTLEDGE, Gas W. (4).
 Chelmsford.—L. E. INNES, Essex Rivers Catchment Board, Essex Rivers House, Springfield-rd.
 Cheshire County.—H. JONES, 47, Walter-st., Chester.
 Chorley.—J. H. HALL, T.D., H. (C).
 Cleckheaton.—F. NORMINGTON, E.W. (16).
 Colchester.—A. E. GODBOLD, T.H.
 †Croydon.—A. E. ALLEN, P.A.D., Barclay-rd. (4433, ext. 248).
 Denny.—BURGH CHAMBERLAIN, Town House.
 Dudley, Wores.—S. N. COLYER, Sedgely Em. Hos. (2243).
 Durham.—F. BAINBRIDGE, 22, New Elvet (C). H. B. SOULSBY, Byland Lodge, Hawthorn Tce.
 Epworth (Doncaster).—J. S. MARSHALL, Grove Hse., Queen-st.
 Erith.—D. H. E. HOCKLEY, C.O.
 †Feltham.—Miss J. HEWITT, C.O. (281).
 Glasgow.—Miss J. KING, M.B.
 Glasgow.—Members invited to use Allies Canteen, 166, Argyle-st., as guests of branch.
 Grangemouth.—District P.A.O., Lumley-st.
 Grimsby.—J. W. L. BUXTON, T.D., M.B. (55141).
 Hinchley, Leics.—J. G. S. TOMKINS, 16, Station-rd.
 Horthchurch.—D. H. ELLIS, C.O., Billela-c. (3434).
 Hounslow.—B. F. EMERSON, C. Hse., Hounslow (C).
 Hucknall.—E. H. ADAMS, Hlth.D., Watnall-rd.
 Hull.—E. F. FOSTER, T.D., Guildhall (36880).
 Ipswich.—Miss E. N. EDE, S.W.D., 19, Tower-st. (2208).
 Isle of Wight.—S. H. MATTHEWS, Cy.H., Newport.
 Kilsyth.—S. WRIGHT, M.B.
 Kirby-in-Ashfield.—L. H. JAMES, Gas D., Urban-rd.
 Kirkcudbright.—W. KIRKLAND, Cy.O., Kirkcudbright, or A. N. BOTT, E.D., King-st., Castle Douglas.
 Leicester.—S. DAWSON, T.D., Abbey Park-rd.
 Lincoln.—Branch Secy., Cy. O. (monthly social).
 Liverpool.—J. HART, 22, Duchy Chambers, Sir Thomas-st. (ADV 2487).
 †Maidstone.—Miss B. W. SOLOMON, Rm. 226, Cy.H. Manchester.—Miss A. BODENHAM or W. LEAH, Guild Office, 2, Mount-st., Man. 2 (BLA 6564) (panel of members offering hospitality in and outside city).
 March, Cambs.—C. F. BOTT, T.H., Cy.H.
 Middlesbrough.—J. T. WILD, M.B. (3066).
 Morley, Leeds.—N. WIGHT, Ed.O., Queen-st.

D.F.M.

Robinson, F/S. F., 30, R.A.F., transport dept., Bolton, "in recognition of gallantry and devotion to duty in the execution of air operations in North Africa."
 Cornes, W. O. G. E., R.A.F.V.R., engineer's dept., Luton.

FREED!

Yet another NALGO prisoner—the third to date—has been freed from captivity. He is Sgt. W. O. A. G. P. J. Paton, R.A.F., formerly of the electricity dept., Gillingham, and was released from internment when the Allied Forces occupied Algiers. It will be the turn of the others soon!

M.C.

Morgan, Lt. R. J. S., education dept., Dover.

Civilian

M.B.E.

Drake, N., A.M.Inst.C.E., deputy engineer, River Trent Catchment Board.

Newcastle-upon-Tyne.—V. GRAINGER, T.H.
 Newton-le-Willows, Lancs.—E. W. BUSHILL, Latham House, Cross-la.
 Orpington.—B. H. JORDAN, C.O., 46, Bark Hart-rd.
 Paddington.—T. F. DUNNING, T.H. (PAD. 7672). (C).
 Penarth, Glam.—J. THOMAS, 19, Albert-rd.
 Pontardawe, Swansea.—L. C. ROBERTS, Rates D., C.O. Reading.—J. H. SOWDEN-HALL, W.M.D., Field-rd. (4190).
 Rochdale.—J. H. LEVER, T.H. (3181) (C).
 Rochester.—E. W. BARTON, Hlth.D., Castle-hill (Chatham 3258).
 St. Helens.—T. BROOKES, P.A.D., 61, Hardham-st.
 Scunthorpe.—W. H. KENDALL, C.D. H.Q. Comforts Air.
 †Shepherd.—S. E. MABE, 28, Wards Hill-rd., Minster-on-Sea.
 Sidcup.—L. R. SANDERSON, 141, Main-rd (Foots Cray 308).
 †Southall.—R. N. ROOK, T.H. (1374).
 South Shields.—F. OLLIER, T.D., T.H. (1380).
 Stirling.—J. M. BATEMAN and R. WILSON, P.A.D., Cy. O. Viewforth; W. WARDLAW, L.H. (48241).
 †Stoke-on-Trent.—T. W. POOLE, T.C.O., T.H. (48241).
 Sutton-le-Heath, L. RYLAND, 30, Alcock-rd. (Vigilant 6060 Ex. 24) table tennis club, Thursdays 7-10.
 Walthamstow.—C. E. HARVEY, T.D., T.H. E.17.
 †Warwick.—H. HAWES, Hlth. D., Shire Hall (340) (C) Old-sq., next G.P.O.).
 Weymouth.—R. W. MILLER, M.O.
 Wimbledon.—J. W. BARBS, Eng. D. T.H. S.W.19.
 †Winchester.—Miss J. Y. WALSH, T.D., Guildhall.
 Wolverhampton.—G. S. REEMAN, Hlth.D., T.H. (22301, Ex. 13).
 Worthing.—A. KENTON, T.H. (2700).
 Wrexham.—Miss V. H. DAVIES, E.D., 4, Willow-rd.
 Yeovil.—Miss J. L. KEBBELL, M.B.

PERSONAL

Birmingham.—G. F. WILLCOX, 143, Southam-rd., Hall Green, B'ham 28 (Springfield 2254); Miss D. UDALL, 55, Pakefield-rd., King's Norton, B'ham 30 (K.N. 2436).
 Bromsgrove.—E. W. GOODMAN, The Pines, Stourbridge-rd. (secretary of Bromsgrove Branch).
 Cheadle Hulme, Cheshire.—J. DARRICOTTE, Grove House, Grove Lane (Bramhall 306) offers meals, bath, bed, smoker, table-linen, etc., by appointment.
 Esher.—P. W. KIRK, "Holmdale," Hampton Court Way, Thames Ditton (C. 2241; h. Emberbrook 2551).
 Ipswich.—(Members in Navy) Mrs. G. A. HOOPER, 222, Woodbridge-rd.
 Scarborough.—H. WILSON, 23, Newlands-av.
 South Shields.—J. Y. FAWCETT, "Earldene," 11, Windmere Crescent, Harton (1000).
 Stourbridge.—J. H. CLARK, Southgate, Norton-rd. (57175).
 Windlesham, Surrey.—G. LOWE, "Kersal," Woodlands-la.

And For Women, Too

In addition to those marked † above, the following branches offer hospitality and assistance to women members and relatives of members transferred to factories in the area:
 Bilston.—Miss M. JOHNSON, Kingswood House, Wellington-rd.
 Bolton.—Miss E. HOGG, T.C.O.
 Cambridge.—Miss W. E. ALDER BARRETT, Cy. Library, Shire Hall.
 Cheltenham.—Miss B. A. RICHARDS, Hlth. D., T.M.O. (200).
 Chipping Sodbury.—Mrs. A. M. Barry, C.O.
 Derby.—Miss D. A. JONES, "Elmhurst," Lonsdale Place, Uttoxeter, New Road.
 Grantham.—Miss M. LYNN, Hsg. D., 36, Avenue-rd.
 Hampstead.—Miss E. Z. ARNOT, 18, Greville-rd., N.W.6.
 Lincoln.—Miss F. P. HARROLD, Infant Welfare Centre, Newland.
 Newton-le-Willows, Lancs.—Miss B. MAKIN, T.D., T.H.
 North Cheshire.—Miss ATHERTON, T.C.D., Sale.
 Rotherham.—Miss R. E. CHALLINER, T.D., M.O., Howard-st.
 Sunderland.—Miss M. WOOD, I. Melvyn Garden.
 Swindon.—Miss M. HARTNOLE, T. (Rates) D., C.O.
 Thornbury.—Mrs. K. JACKSON, C.O.
 Wrexham.—Miss M. E. THORPE, 94, Rhosnesney Lane (2925).

Beveridge Plan will not End Need for NALGO's Benevolent Fund

By R. T. SHEARS, Chairman, Benevolent and Orphan Fund Committee

TOWARDS the end of the fourteenth century, Geoffrey Chaucer in "Troilus and Criseyde" wrote:

*For of fortunes sharpe adversite
The worse kind of infortune is this
A man that hath been in prosperite
And it remember when it past is.*

It is an unpraiseworthy fact that throughout the intervening years right down to 1925 English Parliaments have constantly ignored the undoubted right of a widowed mother to receive from the State sufficient sustenance to enable her to keep alive, and to maintain her children in reasonable comfort.

Guilds, friendly societies, and various charitable organisations have attempted to alleviate the lot of the widow, but as a general rule she was compelled, if she was adequately to maintain herself and her children, to go out to work or seek relief from the Poor Law—which has always brought with it the stigma of pauperism and, until 1918, disqualification from the franchise.

The first step towards securing proper recognition of pensions for widows came in 1925, when the Widows' and Orphans' and Old Age Contributory Pensions Act was passed, but this only applied to insured persons. It is intended, however, that the Beveridge Scheme shall apply to all, irrespective of income. Under the provisional scale suggested by Sir William Beveridge, a widow with two children would receive 40s. a week, compared with 18s. under the Act of 1925; where there are three children the allowance would be 48s., compared with 21s. under the 1925 Act.

How does this compare with Benevolent and Orphan Fund allowances?

The latest scale of allowances adopted by the National Executive Council aims at giving a widow with two dependent children a net weekly income greater than that contemplated by Sir William Beveridge—after taking into account in each case the amounts paid for rent, rates, insurance, special medical expenses, and other outgoings. The total of these regular outgoings often amounts to as much as 20s. a week. This happy state of affairs is made possible by the voluntary contributions of NALGO members, supplemented by the special donations which each branch seeks to make annually to the Fund.

It is one of the weaknesses of the Beveridge Scheme that special circumstances cannot be

taken into account. For example, the widow of a former local government officer has generally known a certain amount of "prosperity" and, as a result, has probably entered into regular commitments in the way of rent, rates, school fees, and the like, on a scale proportionately higher than those of an artisan or an agricultural worker. But the rate of contribution and benefit in the Beveridge Scheme is the same for all, and it would manifestly be impossible to legislate specially for different classes of society. It follows, then, that the B. & O. Fund must continue to operate on a very extensive scale, even when the Beveridge or similar State scheme has been adopted.

Assistance to widows and orphans is, of course, only a part of the good work undertaken by the B. & O. Fund. Many members in reduced circumstances owing to long illness or old age have been granted considerable assistance, and the orphan children of members are sent to suitable schools at the cost of the Fund—the object in each case being to ensure that each child receives the same opportunities as it would have enjoyed had its father lived and been able to provide for it.

Except possibly in one direction, the war has not so far caused any serious drain on the Fund. Members at home and in the Services continue to subscribe regularly and generously, notwithstanding the demands of special war-time charities. But the end of the war and possible loss of employment will inevitably swell the demands on the Fund's resources.

The exception to which I have referred is the onset of distress caused by the war-time increase in the incidence of tuberculosis, particularly among women members.

Any long illness, especially tuberculosis, means a tremendous drain on the family resources, and in cases which have come before the B. & O. Committee for assistance it has generally been found that the member has already exhausted the period of full or half pay allowed under the local sick pay regulations, and is reduced to the pitifully small allowance provided under the National Health Insurance Acts. In all these cases, the B. & O. Fund gives prompt and adequate relief.

I would like to bring to the notice of branch secretaries, and others interested, the recent Government scheme under which grants will be available for all persons who suffer loss of

diminution of income through giving up their occupation while undergoing approved treatment for tuberculosis. The scheme applies to those who have one or more persons wholly or partly dependent upon them, and operates whether the treatment is being undertaken in an institution or at home.

Details of this scheme will shortly be circulated to local authorities, but in the meantime branch secretaries who are interested will probably be able to obtain from their public health department a sight of the Ministry of Health Circular No. 2,471 (dated 18.12.42).

For the present, the scheme of Government allowances will apply only to the treatment of tuberculosis, but it may be extended in time to other diseases.

Meanwhile, the B. & O. Fund will continue its beneficent work by granting assistance in special cases of distress caused by sickness, by providing facilities under which consultations can be obtained with certain specialists at reduced fees, and by facilitating recovery at our delightful Convalescent Home at Matlock.

The assumption by the State of certain responsibilities which I have outlined above will undoubtedly relieve the Fund to a considerable extent, but the B. & O. Committee will have much to occupy its attention, principally in the following directions:

The supplementation of widows' and orphans' allowances granted by the State, to secure a standard of living befitting dependants of local government officers.

The relief of distress arising from causes due to the war, and the supplementation, where necessary, of unemployment and sickness allowances and war compensation.

The provision of better living accommodation for retired officers and aged dependants. Improved boarding and educational facilities for homeless NALGO orphans.

In our benevolence, as in other matters, let us move with the times, and make adequate provision for all emergencies, bearing in mind that "we shall pass through this world but once . . ."

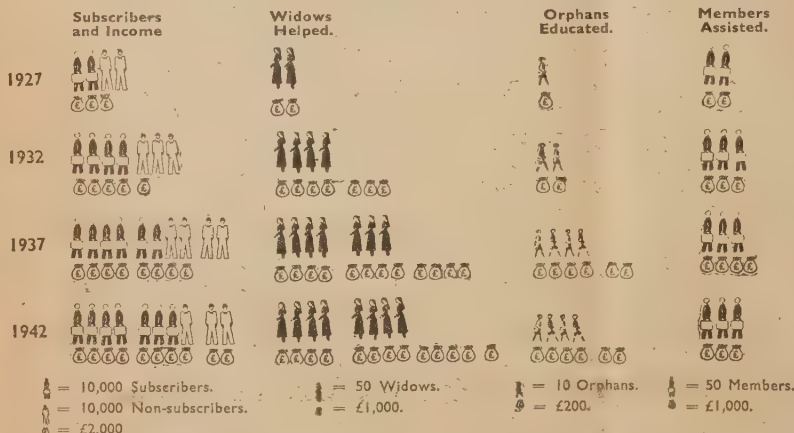
Logomia Life Assurances

IT has been necessary, on the advice of the Association's actuaries, to increase the rates of premium charged for certain non-profits and all with-profits life assurances. Most life offices have taken a similar course, and it will thus be found that Logomia life premium rates, although increased, are still competitive. Furthermore, the conditions attaching to the Association's life policies provide more generous treatment than is offered by most other life offices. For example, a Logomia life policy acquires a surrender value after it has been in force for one year and a full year's premium has been paid, whereas two years is the stipulated period in respect of policies issued by most other offices.

A new prospectus setting out the tables of amended premium rates is being prepared and will, it is hoped, be available from March 1, when the amended premium rates come into force.

An attractive leaflet giving tables of premium rates for savings bonds policies is also being prepared. These policies can be issued for terms of 15, 18, or 20 years. The purchase of savings bonds by means of endowment assurances is an admirable way of helping the war effort and at the same time making some provision for the future. Details of all forms of life assurance can be obtained on application to the Insurance Department, NALGO, Croyde, Braunton, N. Devon.

HOW THE FUND HAS GROWN AND WHAT IT DOES



shield over freedom . . .



Over Dunkirk—*too few*

Over Singapore—*too few* Over Crete—*too few*

But the factories hummed, and the people toiled;
more planes, more planes . . . *thousands . . .*

Squadron after Squadron—roaring into the sky!

Layer above layer!

Far below—like toy ships on a floor—

The Convoy. Shield over the Convoy—

The Stukas slink away—the Convoy goes on!

Shield over Malta—*Malta, the indomitable*

Shield over the Eighth Army,

crashing to Victory.

Shield over the Great Fleet,

steaming to Algiers.

And some day—shield over Europe

while the Nazi hordes go rolling back . . .

and our boys go charging forward

to free the nations.

Shield over Freedom!

More Planes. **MORE PLANES.**

* * * *

Soon you will have a special chance to show your gratitude to the boys who fly these planes. Wherever you live your Local Savings Committee is making plans for its "Wings for Victory" Week. Go all out to help your town or district get its target and win its Victory Wings. Let your savings soar. This is the least you can do for those who have done so much for you. **SAVE MORE.**

IT is unfortunate that there is no co-ordinate body representing all the various local government interests and able to speak with authority on local government reform. The associations of local authorities have no common programme and seem more concerned with maintaining their status quo than in developing local government for the common good. NALGO's reconstruction committee is doing a good job of work, but in acting alone within the framework of NALGO even its most impartial suggestions are open to the charge of "official vested interests." The ordinary citizen has no representative organisation through which to express his views.

What we need is some kind of Local Government League able to represent the views of councillors, officers, and citizens, and to express considered opinions on local government matters for the guidance of all—from the man in the street to the central government.

For the reasons already stated, I do not think that the associations of local authorities have the right attitude for representation on such a league. Instead, I suggest that organisations such as the Association of Chambers of Commerce, the Rotary Clubs, and the T.U.C. be asked to nominate suitable councillor-members; thus the employer-councillor and the employee-councillor would both be represented. Local government officers and servants could be represented through their respective associations, such as NALGO, the N.U.T., the Municipal Workers' Union, and the Institute of Public Administration. Non-councillor members nominated by bodies such as the National Council of Social Service, the Women's Institutes, and the Workers' Educational Association should give a fairly representative selection of ordinary citizens.

At the moment, local government lacks a spirit of co-operative co-partnership. In the November journal you asked: "Is there, in the ranks of local government, nobody with the breadth of vision to survey the needs of the people as a whole and, ignoring the claims of all rival types of authorities, to prepare a scheme that would meet those needs?"

Would not a League of Local Government on the lines suggested be in a position to answer this question, and would it not be a "feather in the cap" of NALGO if it were to lay the foundations of such a League?

J. S. EARNshaw,
Carlisle. Hon. Secy., Cumberland branch.

MR. HILL AND THE I.U.L.A. Supporter, but not Founder

I SHOULD like to express my cordial sympathy with the admirable article on Mr. Hill in your February issue. To me he has indeed been a good friend and it is impossible for me to express fully the value of the support which he has given to the International Union of Local Authorities and to me as its President.

I was particularly delighted that he allowed me recently to appoint him as Acting Secretary-General and Director, to take the place of Senator Vinck during the German occupation of Brussels. In a way, it was unfortunate for me and for the Union that he should, so soon after this, have been called away to do an important piece of work in the West Indies. On the other hand, he will have an opportunity, on the way, of discussing the future of the Union with our American friends in New York and Washington, and I have just forwarded to him an invitation from Havana to visit there the Panamerican Union for Municipal Cooperation, which I hope he will be able to do. I am sure that the contacts which he will thus be able to make during his absence from this country will be to the advantage of the Union, and I trust that NALGO itself, in spite of his retirement, will continue its cordial relations with the International Union, whose activities will, I am confident, become more and more

effective as a result of Mr. Hill's inspiration and energy.

I fancy, however, that there is a slight error in the article in question. So far as I know, Mr. Hill had nothing to do with the origin of the International Union, which was founded at Ghent in 1913 and of which Senator Vinck has been the guiding spirit from the outset. It was not until after the last war that the British Committee for the International Union was formed. From that time onward Mr.

READERS' FORUM

Once again, pressure on space has compelled us to hold out many letters and to condense those published. Letters for the April journal must reach the Editor, 27, Abingdon St., London, S.W.1, by March 19.

Hill took an active part in it and NALGO afforded that committee many and much appreciated facilities. Nevertheless, except on the occasion of the London Congress of 1932, British support has never been what it should be and what we may hope it will be in the future, for the benefit of local self-government throughout the world.

G. MONTAGU HARRIS.

27, Belsize Court,
Oxford.

We are grateful to Alderman Montagu Harris for pointing out this error in the article on Mr. Hill, and—though, unfortunately, he is unlikely to see either the article or this correction—offer our apologies to Senator Vinck.

NALGO SUBSCRIPTIONS.

"Can't Afford More?"

"LANGIS" of Manchester is interesting. Having benefited to the tune of £65 p.a., he wants us all to express his gratitude by paying increased subscriptions! I wonder what he will think when his temporary sensation of opulence has passed, and he finds living costs mounting at a greater rate than he can cope with.

NALGO's attitude is well shown in the January chronicle of Much Cowslip: "The problem has not been lost sight of, is continually under review, and at an opportune time will be most carefully considered."

The officer who, before the war, had a struggle to meet education and insurance costs in his endeavour to safeguard his dependants against the risks to which our social order exposes all but the privileged minority, is in real need of a substantial increase in purchasing power before any more increased overheads are imposed upon him.

Coventry.

LINT.

Apart from better salary scales in many areas, free legal defence, and other services the value of which cannot be assessed, NALGO has already increased the purchasing power of most local government officers by anything from £17 to £35 a year since the outbreak of war. The first bonus award took effect seven months after the war started, and the fifth is now being negotiated. "Lint" puts the cart before the horse. The point, surely, is not whether members should wait for higher salaries before they pay higher subscriptions, but whether they are likely to get higher salaries until they have made NALGO stronger by giving it more income.

BEVERIDGE PLAN

Hard on the Aged

IN your comments on the Beveridge Report you failed to stress the serious hardships of old age pensioners—including the many local government officers who need the pension to eke out very small superannuation allowances—who, if Sir William Beveridge's proposals are adopted, will never live to enjoy his proposed allowance of £2 a week for man and wife, to be attained only in 1965.

DUTTON ONE-WEEK SHORTHAND TEST FIRST LESSON

Have you ever scribbled out longhand notes, wishing all the time that you knew shorthand? If so, do you realise that shorthand can now be learnt in a total of 24 hours' study?

Dutton One-Week Shorthand makes this possible. You learn everything in twelve 2-hour lessons—in ONE WEEK if you study four hours daily. However, there is no set time-table or time limit. The Dutton Postal Course is therefore ideal for anyone wishing to learn shorthand in odd leisure hours. Practice gives speeds up to 200 words a minute.

Dutton Shorthand is used by over 50,000 writers throughout the world and is accepted by all examining bodies and in the Services. Send 3d. in stamps to Dutton Shorthand School, Dept. G.S.3, 92-3, Gt. Russell Street, London, W.C.1, for Lesson One of the 12-lesson Course. This will be sent without any obligation. Personal tuition also available. (Phone MUS. 7379).

For the past 32 years, Parliament has consistently ignored the need for adequate pensions for old people. From the initial 7s. 6d. the pension was raised many years ago to its present level of 10s. In 1941, when prices were rising rapidly, the supplemental pension was introduced with the abominable means test—rather than submit to which thousands of pensioners would sooner put up with their present hardships. Then relief in kind was added—a further admission that the basic pension was insufficient—but still no flat rate increase, which would be cheaper in the long run.

PILGRIM.

TO-MORROW'S PAY

Stable Price-level Essential

MY wages were recently increased by the payment of a war bonus, an experience happily shared, I believe, by a majority of my fellow members. But instead of advancing our standards of living—the usual effect of a wage increase—the bonus was wholly absorbed in meeting higher prices. It was an increase certainly, in the total of my paper notes, but it was no increase in my command over the stuff and substance of living, the real wealth which we work to produce and share among our fellows. We are no better off than before.

To my fellow members of NALGO whose wages represented in 1939 a particular grade of skill and ability; whose savings they saw fit to register in bank credit; and whose superannuation contributions were all representative of real wealth foregone on the scale of prices in 1939, it will be obvious that stabilisation of prices in the future at any higher level would result in the loss of the fruits of many labours.

Only in a price-level socially secured, and subject to variation only for public purposes, can we ensure reality and permanence in our savings; social advance in increased wages and money released from the limitations

used by the market, acting freely as a means of exchange—a respected servant instead of a mean master.

Orchard Close, W. T. JEFFRIES.
Watford.

IMPULSORY VOTING Election Must Come First

His criticism of my suggestion (in an article in the November journal) that voting in local government elections should be made compulsory, Mr. R. Wildgoose does not appear to appreciate the implications.

I stated that the principles of government must be taught in our schools and that candidates for election as public representatives should prove their fitness and capabilities.

If these two fundamentals are carried out, no fool would no longer be eligible as a candidate. I said nothing to indicate that the present method of election through political parties should be adhered to, nor am I prepared to admit that politics forms the best basis for municipal government, although it may be the most convenient at the moment. I agree with Mr. Wildgoose that the elector should have the right to register a negative vote, but surely no point brings us into the realms of "method of election," which is an entirely different proposition and one which I deliberately refrained from dealing with in my article, which was intended merely as a broad outline, and by no means a detailed plan of reconstruction which would be needed to deal specifically with the point raised.

ERIC BELL,
Cleaving Superintendent.

WOMEN'S "PRIVILEGE" Should Be Preserved

EW local government officers will quarrel with Miss G. S. Mitchell's claim that women have earned equality of status with men. But I cannot support Miss Mitchell's advice to women that, to attain their just demands, they must give up all "privilege." The "little" privileges did much to preserve the deficiencies of English life, and their partial removal has had unfortunate effects. A direct line can be traced between failure to surrender rights to women or to open doors for them, leading before them or at them (which one does in the most astonishing quarters), repeated, almost without hesitation, indelicate conversation in their company, and many other things. Women are to-day treated with a lack of respect which can only be called painful, and which is directly traceable to loss of privilege and dependence upon man's presumed integrity.

In this war we are often told that England is lacking a "soul" which she is supposed to have mislaid. In this "soul" is enshrined the honour due to woman. In aiding with all her strength their demands for equal status and the work already so well done, may we not hope that we shall restore once again the day when—quite apart from her work—woman is honoured and respected as woman?

J. CHAMBERS-WHEELER.

TEMPORARIES v. PERMANENTS Alleged "Slur" Resented

C.P. is right in his article in the December Journal. The commercial clerk's knowledge is much more extensive than that of a local government officer who has had no experience of the commercial world.

Although there is no jealousy or bitterness between commercial and local government clerks, those clerks who have efficiently filled the jobs of officers called up resent the all-too-transparent slur of the continual reference to them as "only temporaries," who must not receive the same consideration, especially on salary and bonus, as the permanents.

We are "human," and until we receive the same recognition as the permanents, while

doing their work, we are justly entitled to assert that we are being looked down upon, and refuse to accept this uncalled for treatment.

ANOTHER TEMPORARY.

"The One-Track Mind"

I WOULD define a permanent officer as a person who is not prepared to face the risks of commercial life and who prefers safety first. This attitude of evading responsibility and "passing the buck," apparent in many spheres of local government cannot make for initiative and efficiency, and develops the one-track mind.

The security of the "permanent" also works against efficiency, since the result of a series of mistakes is usually a reprimand—followed by promotion later. In commercial life, mistakes lead to the sack—with the result that the man who holds a good commercial position is very efficient.

If the local government service is to be of real service to the community, it must import men with business training, who have a knowledge of what the public wants. After all, the public pays!

CHUM.

Efficiency Opposed?

SOME permanent officers, in my experience, are opposed to commercial efficiency, the inference being that they do not wish to improve the tempo of the service. On my first day in local government I was handed a letter dated three weeks previously, to which no attention had been given, neither had it been acknowledged.

There are "temporaries" who can instil fresher, more efficient, and more "permanent" values into local government, not to mention central government.

ANOTHER TEMPORARY.

COMBATING V.D.

Officers Should Aid Propaganda

THIRTY-THREE years as a V.D. orderly, the last ten in a civilian clinic, have convinced me that some effort to stimulate the interest of members of N A L G O in combating venereal disease might be useful in addition to the propaganda methods which slow-moving government procedure is at last beginning to bring forward for public guidance. Even those closely connected with local government's function of "alleviating the lot of the poorer class of citizens" are apparently woefully ignorant about the ravages of these diseases on public health and social happiness. The faintest whisper of "V.D." when applied to school children, residents of homes to be visited, members of office staffs, occupants of police detention cells, etc., seems to cause "the breeze vertical" to arise in the minds of most local government officers. Yet that most deadly disease, syphilis, is seldom contagious in school children, while danger of contagion at any stage in adults is reduced to a very safe minimum within a few hours of treatment being begun.

A certain cure for syphilis has been known since 1910, and a rapid cure for most cases of gonorrhoea since 1938, yet only to-day is the government recognising the need for propaganda to correct the prevalent idea that these diseases are still incurable.

Surely that "modesty" which is so often a cloak for ignorance is not necessary in the minds of members of N A L G O who have "inside" information of the almost unending list of institutions which largely depend on victims of V.D. for their existence? Why wait for a government lead when the incidence of diseases, which affect our pockets, if not our physical well-being, is rapidly mounting, and the lot of many citizens deteriorating? If N A L G O had waited for the government to take action in matters far less serious than this, I, for one should not be a member.

38, Queen Street.

H. THOMAS,

Grimsby.

V.D. Orderly.

SPARE TIME is well spent in reading for a DEGREE

● One of to-day's problems is that of making the best use of long war-time evenings. To those who are studiously inclined we suggest that spare time might well be occupied in reading for a Degree; not merely for the resultant material advantages, but also for the widening of outlook and development of mental abilities. Moreover, under experienced and sympathetic guidance study becomes a pleasurable occupation.

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L.G.S. 120

THE writer of these notes has spent his first month in Scotland. It has not been an easy month. Taking over a new district—particularly when that district is the whole of Scotland—is not an easy matter. It means picking up a hundred new threads, meeting a succession of new people, assimilating new ideas, new names, new accents. The war adds to the difficulties of a stranger in a strange land. Getting hopelessly lost on the road to Aberdeen; trying to find municipal buildings in the blackout; learning that a treasurer isn't an official as in England, but a chairman (sorry, Scotland, I mean convener) of the finance committee—it's a good job the Scots are a kindly and tolerant race!

Taking Stock

Membership returns for all Scottish branches are now safely gathered in—except Shetland's, whose remoteness is perhaps sufficient excuse. Orkney branch has most of its members on war service and has been compelled to suspend activities for the duration. The remaining members have been transferred to the recently formed Scottish district branch. (By the way, any Scottish local government officer too remotely situated to join the nearest NALGO branch is invited to become a member of the district branch and should write to the acting divisional secretary at 67 West Nile Street, Glasgow, C.1.)

Once again, Scottish membership shows an increase on previous years and now stands at over 8,000. It is certain, however, that there are still some thousands of local government officers in Scotland not yet in membership. Notwithstanding war-time difficulties, some branches are actively recruiting non-members, both permanent and temporary. In Glasgow more than 70 new members were enrolled in one department alone, and Ross and Cromarty branch has increased its membership this year by 26 per cent. The acting divisional secretary will be glad to give every assistance to branch recruiting campaigns, and to supply literature on all aspects of the Association's work.

Correction

It was not Inverness but Sutherland branch that was first in the field with summary sheets this year. Ross and Cromarty came a good second.

Joint Industrial Council

At the annual general meeting in January

the NALGO representatives appointed to the staff side for the ensuing year were: Messrs. R. Adams (Edinburgh), S. H. Brodie (Glasgow), J. Brown (Lanarkshire), J. Penny (Dundee), T. Spence (Dumbartonshire) and Alan Procktor (acting divisional secretary). Mr. Brodie was elected vice-chairman of the staff side and Mr. Procktor succeeded Mr. H. Slater as staff side secretary.

Cost-of-living Bonus

As was reported last month, the new J.I.C. recommendations came into operation on December 1 last. Will branch secretaries please notify the divisional office immediately the recommendations are adopted by the local authorities covered by their branch—and even quicker if they are not adopted! It is most important that our records should be kept up to date.

War Service Pay

Some branches have still not returned the questionnaire sent out from the divisional

office last November. When the Association takes a local authority to arbitration, the Tribunal requires statistical evidence of the position throughout the country. Without complete returns, that evidence cannot be given.

Extension of Working Hours

Renfrew county council has extended hours to 46 a week with payment in accordance with the J.I.C. recommendations. A decision to limit the payment for certain officers was withdrawn as a result of NALGO's representations. Branch secretaries should get into touch with the divisional office immediately any steps are taken to increase office hours.

Notes from the Branches

Wick town council, on NALGO's application, has adjusted the salaries of two officers receiving less than the J.I.C. salary scales.

Glasgow town council has granted improvements in salary scales for temporary officers and overtime rates.

Wigtown county council has improved its war service pay scheme as a result of NALGO's representations, and has agreed to adopt the J.I.C. bonus recommendations as and when issued.

Wigtownshire branch has given £10 to the B. & O. Fund from branch funds.

WE TAKE OFF OUR HATS TO—

Mr. H. E. Hewitt, founder member of the St. Helen's branch, on completing 31 years on the branch executive, 23 years as branch secretary, and member of the North Western district committee, and 12 years on the North-Western provincial council. Mr. Hewitt has missed only one NALGO conference since 1919!

Mr. Fred Idle, past president of the Harrogate and district branch, and Harrogate's oldest member, on celebrating the 60th anniversary of his wedding.

Mr. Daniel R. Bolt, M.B.E., former deputy surveyor, Poplar, on presenting to Poplar borough library his extensive and valuable collection of material on shipping history, British and foreign. It is intended, after the war, to form an international maritime corner in the library.

Mr. E. C. S. Owen, on completing 24 years as treasurer of Ealing branch, from which post he has just retired.

Lt.-Col. J. A. Paterson, county surveyor and architect for Radnorshire and county Army welfare officer since 1939, on his appointment as Deputy Lieutenant for the county.

The 64 members of Castleford branch left

at home, on collecting, in three years, £225 for its staff war service fund—used to send 431 parcels or postal orders to its 25 members in the Forces, and buying the wool with which wives, sisters, and sweethearts knitted 158 garments. Members give each month to the fund an amount equal to their NALGO and B. and O. Fund subscriptions, and it has been augmented by whist drives, dances, and raffles.

Walthamstow branch, on organising a go-ahead discussion group which has dealt with such topics as justice, India, social services in the U.S.S.R., and education, and is now embarking on a series on trade unionism with special reference to the history and functions of NALGO. Members of other branches are invited to attend, and Miss M. Jeavons, the convener, at Walthamstow Town Hall, will be glad to give further information.

Portsmouth Electricity Dramatic Society, for its enterprise and good work in providing entertainment for military and air-force camps in the district.

Swansea branch, on its happy thought in presenting robes of office to the deputy mayor. Councillor W. J. P. Webber, who is also chairman of the National Whitley Council, at a ceremony which, in the words of the branch chairman, Mr. T. W. Hughes, would "tend to cement the good feeling existing between council and staff."

Obituary

Mr. L. Chubb, Dr. A. M. Watts and Mr. J. O. G. Weeks

WE regret to announce the deaths of three NALGO members:

Mr. L. Chubb, chief librarian at Ipswich since 1931, branch chairman for several years, and branch president in 1936-7. Mr. Chubb played a leading part in the formation of the staff joint committee, represented the branch on the Eastern district committee, and stood twice as candidate for the N.E.C.

Dr. A. M. Watts, M.D., B.S., M.R.C.S., L.R.C.P., D.P.H., until lately medical officer of health for the East Kent (No. 1) United District, and a former president of the Isle of Thanet branch. Dr. Watts also served for some years as chairman of the East Kent division of the B.M.A., president of the Kent branch, and representative of Kent and Sussex on the B.M.A. council.

Mr. J. O. G. Weeks, for 38 years food inspection officer at Bethnal Green, a former chairman of the branch executive, and for some years branch delegate to the Metropolitan district committee.

S.E. District Urges Single Salary Scale

A UNIFIED salary scale to cover all types of local authorities and all grades of local government officers, with higher rates in the professional, technical, and administrative division, was urged at the annual meeting of the South Eastern district committee. The district committee also advocated an increase in NALGO subscriptions, to provide, *inter alia*, for a bigger organizing staff.

Its views on national salaries, which have been submitted to the N.E.C., are as follows:

The committee is not convinced that the present is the appropriate time to promulgate scales of salaries. If scales were adopted, they could not be applied in present circumstances.

There should be a single scale for all types of authorities. Substantial variations in the cost of living, e.g. in the Metropolitan area, could be met by appropriate adjustments. There should be a unified scale to cover all grades of officers, and the N.E.C. should discuss the matter with the NALGO Consultative Committee.

The N.E.C. should reconsider the scales under the heading "Professional, Technical

and Administrative Division" with the object of raising the standard of administration in local government to meet post-war conditions and to implement the like recommendation of the Hadow Report.

The proposal for an increase in the organizing staff arose out of the suggestion that a comprehensive survey should be made of the branches in the district. Such a survey, it was felt, could not at present be made by members of the district committee, whose time is fully occupied, but should be undertaken by the organizing staff, and provided one more reason for an increase in that staff. The committee supported a resolution sent to the N.E.C. by the Kent County Officers' Guild that a divisional office should be established in the district, with a divisional secretary.

It was recognized that, to give effect to these proposals, it would be necessary to provide additional income by way of increased subscriptions.

Mr. W. O. Dodd (Brighton) was appointed chairman and Mr. J. Young (Kent County Officers Guild) vice-chairman, and the committee expressed to the retiring chairman, Mr. W. A. N. Baker, its appreciation of his services during the six years he held the office



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(Continued from Page 320)

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NIGHT SISTER		
Under night Supt. ^{W.S.S.}	100	
In sole charge ^{W.S.S. + 25}	100	
WARD SISTER See Note 7.	100	
STAFF NURSE ^{100 + 10—120}	90	

General Hospitals (approved training schools).
STUDENT NURSE
 Same as Rushcliffe Report.

In addition, the Scottish committee has recommended the following scales for midwives and public health nurses:

MIDWIVES		Emoluments
Grade and Salary		£
Institutional—		
Staff Midwife ^{120 + 10—140}		90
Sister Midwife ^{150 + 10—180 with 190 (7th yr.) and 200 (10th yr.), + long service increment of 20 (15th yr.)}	100	
Labour-ward Sister ^{W.S.S. + 20}	100	

The salary of Sisters in charge of a maternity unit of a General Hospital is left to the employing authority. Scales for midwifery sister tutors, sisters holding C.M.B. teacher's certificate, and Matrons and Asst. Matrons in maternity institutions are not yet agreed.

Domiciliary—
 Whole-time (S.R.N. & S.C.M.), 250 + 10—280 with 290 (7th yr.) and 300 (10th yr.), + long-service increment of 20 (15th yr.).
 Whole-time (C.M.B. cert. only), 230 + 10—260 with 270 (7th yr.) and 280 (10th yr.), + long-service increment of 20 (15th yr.).
 Non-medical supervisor, not yet agreed.
 In private practice, £2 15s. per case.

HEALTH VISITORS, SCHOOL NURSES AND TUBERCULOSIS DOMICILIARY NURSES
 (Holding a Health Visitor's Certificate).

Health Visitor, etc., 250 + 10—280 with 290 (7th yr.) and 300 (10th yr.), + long-service increment of 20 (15th yr.).
 Superintendent, left to employing authority.

DISTRICT NURSES

- (a) Reg. Gen. Nurse and S.C.M. undertaking combined duties in general nursing and public health or midwifery, 150 + 10—180, with 190 (7th yr.) and 200 (10th yr.), + long-service increment of 20 (16th yr.) together with board, lodging and laundry, or, where inclusive salary is paid, above scale plus £100 p.a.
- (b) Reg. Gen. Nurse and S.C.M. but not undertaking midwifery duties, and S.C.M. (but not general trained nurse) undertaking combined general and midwifery duties, 130 + 10—160 with 170 (7th yr.) and 180 (10th yr.), + long-service increment of 20 (16th yr.) together with board, lodging and laundry, or, where inclusive salary is paid, above scale plus £100 p.a.

NOTES

7. W.S.S. = Ward Sister's salary (i.e., £130 + 10—160), with £170 (7th yr.) and £180 (10th yr.), plus long-service increment of £20 (16th yr.).
8. Plus additional payment of £10 for teaching responsibility.

SALARIES AND SERVICE CONDITIONS**NORTH-EASTERN**

Hartlepool B. has adopted the North-Eastern provincial council salary scales and the National Whitley council cost-of-living bonus.

South Shields C.B. has decided to make up war service pay in full from January 1.

Felling U.D. has granted increased salaries to the accountant, surveyor, rating and valuation officer, sanitary inspector, housing manager, deputies, and other officers.

NORTH WESTERN AND NORTH WALES

Rawtenstall B. has amended its sick pay regulations from December, 1942, to provide:

Service	Full Pay	Half Pay
Under 5 years	6 weeks	7 weeks
5—10 years	2 months	2 months
10—15 years	3 months	3 months
15—20 years	3 months	4 months

Workington B. has adopted a grading scheme submitted by the Lancashire & Cheshire provincial council as from October 1, 1942, with first increments due on April 1, 1943. The council is to become a member of the provincial council.

Congleton B. has granted an acceleration of increments

to two junior officers performing more important duties owing to war-time conditions.

Wigan C.B. has increased the salary of the clerk at Frog Lane institution.

Eccles B. has granted an application by NALGO for the re-grading of a woman clerk in the education (school medical) dept.

Whitehaven B. has agreed to become a member of the provincial council and is considering a model grading scheme submitted by that council.

SOUTH-WESTERN

Truro R.D. has become a member of the South Western provincial council and has adopted the cost-of-living bonus.

Bridgwater B. has agreed to the establishment of a local joint committee.

Taunton B. staff have formed a branch of the association.

NALGO PROVIDENT AND BUILDING SOCIETIES**Pass Book Audit for 1942**

To facilitate the annual audit of the pass books of shareholders and depositors in the NALGO Building Society and of the contributors to the various schemes of the NALGO Provident Society, and to ensure their return to members with the least possible delay, the books should be sent to NALGO Centre, Croyde, Braunton, N. Devon, in accordance with the following programme:

Metropolitan district—between March 8 and April 3.

North Western and North Wales and North Eastern districts—between April 5 and May 15.

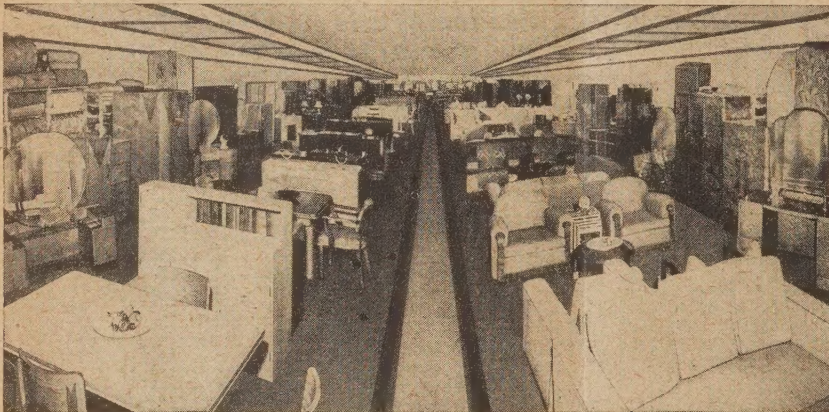
Yorkshire, East Midlands, West Midlands and Eastern districts—between May 17 and June 26.

South Eastern, Southern, South Western, South Wales, and Scottish districts—between June 28 and August 7.

Pass books should be accompanied by evidence of Association branch membership—i.e. the member's subscription card Sub's/I, or an individual or group certificate from the branch honorary treasurer—unless the investor or contributor is not eligible for membership of NALGO. Should this evidence not be readily available, however, the forwarding of books should not be delayed. A record of cases in which proof of membership is not received will be kept at Headquarters, and the proof will be obtained later.

Cost of Living Unchanged

The Ministry of Labour cost-of-living index stood unchanged last month at 199, representing an increase of 28.4 per cent since the outbreak of war.



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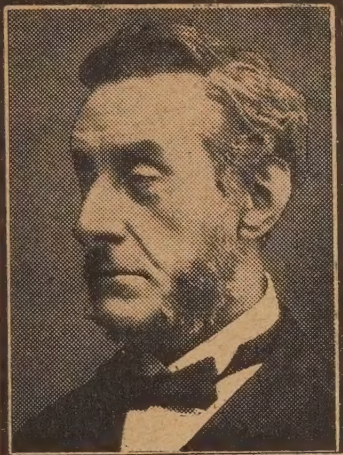
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